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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JANUARY 14, 1993
4:30 P.M.

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AGENDA

ROSTER

Chair - May P. Jaber
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

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2. APPROVAL OF MINUTES

(a) Regular meeting of December 10, 1992.

(b) Committee of the Whole meeting of December 21, 1992.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

(a) Election of Officers

5. REPORT OF THE DIRECTOR

(a) Rules and Procedures re: Chapter 12B Complaints/ Appeals to the Commission (brief training)

(b) Status of 1993-94 Budget

6. COMMITTEE REPORTS

(a) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair

(1) Revisions to the SFUSD's Student Handbook: Bob Figone, SFUSD.

(2) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, January 21, 1993, at 3:30 p.m. at Fox Plaza, 1390 Market Street, Mezzanine Room 230, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Lawrence B. Martin, Chair

(1) Request for HRC Approval of City Departments Affirmative Action Plans.

(2) Request for HRC sponsorship of 1990 U.S. Census Workshop for City departments, community agencies, employers and other interested persons.

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(3) Mayor's Office of Community Development/Mayor's Office of Housing ... Construction Employment Report.

(4) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 4, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian/Gay Advisory Committee
Commissioner Karen N. Kai, Chair

(1) Committee report.

(2) Proposal to Change Committee Name to "Lesbian/Gay/Bisexual Advisory Committee".

NOTE: *The next meeting of the Lesbian/Gay Advisory Committee will be held on Tuesday, , January 19, 1993, at 5:30 p.m. at the Human Rights Commission offices, 1170 Market Street, Fifth Floor, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, January 21, 1993, at 5:30 P.M. at Fox Plaza, 1390 Market Street, Mezzanine Room 230, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner Resa Peay-Wainwright, Chair

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, January 19, 1993, at 9:00 a.m. at the Human Rights Commission offices, 1170 Market Street, Fifth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Change in regular Commission meeting location to 25 Van Ness

10. VISITORS*

11. ADJOURNMENT

This meeting will be adjourned in the memory of former Commissioner Lucile Lockhart, who died December 18, 1992. Contributions to the Access Gift Fund of the First Unitarian Church will be accepted.

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, January 28, 1993

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HUMAN RIGHTS COMMISSION

January 14, 1993

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JANUARY 28, 1993
4:30 P.M.

1155 MARKET STREET
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AGENDA

ROSTER

Chair - May P. Jaber
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Franco H. Consolacion
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner Karen N. Kai
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

(a) Regular meeting of January 14, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

(a) Election of Officers.

5. REPORT OF THE DIRECTOR

(a) Rules and Procedures re: Chapter 12B Complaints/ Appeals to the Commission (brief training).

(b) Status of 1993-94 Budget.

6. COMMITTEE REPORTS

(a) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Karen N. Kai, Chair

(1) Committee Report.

(2) The Status of Lesbians, Gay men, and Bisexuals in the military.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, , February 16, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Lawrence B. Martin, Chair

(1) Committee report.

(2) Impact of S.F. City and County budget cuts on public employees.

(3) Civil Rights Issues Facing Asian Americans in the 1990s - U.S. Commission on Civil Rights Report.

(4) Broken Ladder '92: Asian Americans in City Government Report - Chinese for Affirmative Action.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 4, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair

(1) Committee report.

(2) Approval of Recommendation of Committee for Standardized Form for City Bid Documents to Indicate Participation in Apprenticeship Programs.

(3) Approval of Recommendation of the Committee to count portion of prime MBE/WBE in a Joint Venture towards subconsultant goals in Architecture and Engineering Consultant Contracts.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, February 18, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 18, 1993, at 3:30 p.m. at the Human Rights Commission offices, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner Resa Peay-Wainwright, Chair

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, February 16, 1993, at 3:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

* *NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, February 11, 1993

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HUMAN RIGHTS COMMISSION

January 28, 1993

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 11, 1993
4:30 P.M.

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of January 28, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Rules and Procedures re: Chapter 12B Complaints/ Appeals to the Commission (brief training).

   (b) Status of 1993-94 Budget.

   (c) Planning Sessions for Commission

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Lawrence B. Martin, Chair

   (1) Committee report.

   (2) City Departments Affirmative Actions Plans RE: Retirement System, Office of the Treasurer and Tax Collector... Request for HRC's Approval.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 4, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Issues Committee
Commissioner Resa Peay-Wainwright, Chair

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, February 16, 1993, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner May P. Jaber, Chair

(1) No Committee report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, February 16, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, February 18, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 18, 1993, at 3:30 p.m. at 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

(a) Staff Report.

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, February 25, 1993

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HUMAN RIGHTS COMMISSION

February 11, 1993

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 25, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of February 11, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Approval of Resolution in Appreciation of Norman Nickens, former Coordinator HRC Lesbian/Gay & AIDS/HIV Unit.

5. REPORT OF THE DIRECTOR

   (a) HRC Open House.

   (b) National Minority AIDS Conference April 21 - 26.

   (c) Commission's special meeting on the Jails.

   (d) Budget 1993-94 Update.

   (e) March 8, 1993 S.F. Hearings on Human Rights Abuses Against Immigrant and Refugee Women.

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Lawrence B. Martin, Chair

   (1) Public Release of CAAP Report on the Occasion of Black History Month - Presentation by Polaris Research.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 4, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Lesbian/Gay/Bisexual Advisory Committee
Commissioner May P. Jaber, Chair

(1) Committee report.

(2) Approval of MOU regarding community usage of the Bank of America's Castro/Market building.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, March 16, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, March 18, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 18, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner Resa Peay-Wainwright, Chair

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, March 18, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Director's Office, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Committee of the Whole Planning Session
Saturday, April 17, 1993
9:00 A.M. - 4:00 P.M.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, March 11, 1993

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HUMAN RIGHTS COMMISSION

February 25, 1993

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MARCH 11, 1993
4:30 P.M.

25 VAN NESS AVENUE
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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of February 25, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Review of Hearing Officer Process.

   (b) March 8, 1993 S.F. Hearings on Human Rights Abuses Against Immigrant and Refugee Women.

   (c) Budget 1993-94 Update.

6. COMMITTEE REPORTS

   (a) Lesbian/Gay/Bisexual Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Commissioner Lawrence Wong, Vice Chair
   Larry Brinkin, Committee Staff

   (1) Receipt of testimony on AIDS/HIV in minority communities.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, March 16, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

   (b) MBE/WBE/LBE Advisory Committee
   Commissioner Katheryn M. Fong, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Adoption of FY 91-92 MBE/WBE Annual Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, March 18, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Lawrence B. Martin, Chair
Commissioner Sharon Gadberry, Vice Chair
Frank Anderson, Committee Staff

(1) Committee report.

(2) Request the Approval of the Fine Arts Museum's Affirmative Action Departmental Plan.

(3) Request for endorsement of Earth Day 1993.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 1, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Issues Committee

Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, March 18, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Youth and Education Committee

Commissioner Lucille Abrahamson, Chair
Commissioner Eugene Lumpkin, Jr. Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 18, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Open House
Thursday, April 1, 1993
5:00 P.M. - 8:00 P.M.

(b) Committee of the Whole Planning Session
Saturday, April 17, 1993
9:00 A.M. - 4:00 P.M.

10. VISITORS*

11. ADJOURNMENT

* *NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, March 25, 1993

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HUMAN RIGHTS COMMISSION

March 11, 1993

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MARCH 25, 1993
4:30 P.M.

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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of March 11, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (a) Lesbian/Gay/Bisexual Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Commissioner Lawrence Wong, Vice Chair
   Larry Brinkin, Committee Staff

   (1) Receipt of testimony on AIDS/HIV in communities of color.

   (2) Committee Report.

   (3) Acceptance of Report on Racial Depictions in the Lesbian/Gay/Bisexual Media, and Adoption of Work Plan for Implementation.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, April 20, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Eugene Lumpkin, Jr. Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee report.

(2) Approval of request to the Superintendent of Schools for required activities focusing on Post Rodney King - Police Trial Verdict

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 15, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee
Commissioner Lawrence B. Martin, Chair
Commissioner Sharon Gadberry, Vice Chair
Frank Anderson, Committee Staff

(1) Committee report.

(2) Moscone Center Expansion Project...final report: Nat Mason, Contract Compliance Representative.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 8, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

(2) Recommendations on format and goals of HRC hearing on "African Americans and the Criminal Justice System" to be held at the Hall of Justice.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, April 15, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, April 15, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Open House
Thursday, April 1, 1993
5:00 P.M. - 8:00 P.M.
HRC Offices
25 Van Ness Avenue, Eighth Floor

(b) Committee of the Whole Planning Session
Saturday, April 17, 1993
9:00 A.M. - 4:00 P.M.
HRC Offices
25 Van Ness Avenue
Eighth Floor Conference Room

10. VISITORS*

11. ADJOURNMENT

* *NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, April 8, 1993

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TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, MARCH 25, 1993

NEXT MEETING

DATE: Thursday, April 8, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room.

Commission Vice-Chair Eugene Lumpkin called the meeting to order at 4:45 p.m. Roll call was taken and a quorum was determined to be present. Commissioner Kai arrived after roll call was taken.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair, Lucille Abrahamson, Mary Gomez Daddio, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Resa Peay-Wainwright and Lawrence Wong.

Excused: Katheryn Fong, and Lawrence B. Martin.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Maria Cordero, Selormey Dzikunu (intern), Bayard Fong, Cynthia Goldstein, Jacquie Hale, Don Hesse, Nat Mason, Gail P. Roberts, Mary Gin Starkweather, and Panetta Scott.

Guests: Genie Bowie, African American Mothers Alone; Scott Emblidge, City Attorney's Office; Pat Norman, Black Coalition on AIDS; Tara Shannon, Lesbian/Gay/Bisexual Advisory Committee member; Kim Wright, S.F. Black Coalition on AIDS.

APPROVAL OF MINUTES

***Moved (Jaber)\Seconded (Lazam)\Passed unanimously to adopt the minutes of the

regular Commission meeting of March 11, 1993, with the following amendment: page 5 under Lesbian/Gay/Bisexual Advisory Committee at end of paragraph 1 add: "Mr. Chang noted the need to focus on transmission to women of color due to lack of education, cultural and linguistic barriers."

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Vice Chair Commissioner Eugene Lumpkin stated that Commissioner Kai was delayed.

REPORT OF THE DIRECTOR

Director Lee reported on a meeting with the Mayor's Office regarding the anticipated reaction to the outcome to the Rodney King Los Angeles Police official trial verdict; Commissioner Kai, Commissioner Lumpkin, Commissioner Chloe Hewlitt of the Police Commission, and Director Lee were present. The Mayor has approved the plan of action presented which involves tremendous amount of work. Mr. Jim Wunderman and Mr. Art Huminburg of the Mayor's Office are very much involved in the efforts. It is anticipated that schools will remain open. The Bar Association and a number of civil rights groups will have speakers available to talk to students at City College, San Francisco State University and, San Francisco Unified School District. The emphasis will be that violence does not produce any positive changes. Commissioner Lumpkin is also working with the clergy, devising programs to have a coordinated effort to curtail anticipated violence after the Rodney King verdict.

Commissioner Lumpkin stated that he had met with the Baptist Ministers Conference, who have expressed concern as to what may transpire after the verdict. A joint meeting is scheduled for March 31, 1993 with Rev. Cecil Williams of Glide Memorial Methodist Church to discuss ways to emphasize youngsters' awareness of possible retaliation against violent conduct. On Sunday, March 28, 1993, Commissioner Lumpkin will talk for 15 minutes on KDIA Radio religious service, and will emphasize that violence will not produce any positive changes.

COMMITTEE REPORTS

a) Lesbian/Gay/Bisexual Advisory Committee.

1) Acceptance of Report on Racial Depictions in the Lesbian/Gay/Bisexual Media, and Adoption of Work Plan for implementation.

Commissioner Lazam introduced Tara Shannon from the Lesbian/Gay/Bisexual Advisory Committee.

Ms. Shannon presented copies of the Report to Commissioners. The Commission held hearings in 1983 on racism in the Lesbian/Gay/Bisexual community. Ten years later, the Advisory Committee surveyed pictorial representations of people of color in the Lesbian/Gay press, finding that people of color are not well represented, particularly in the news section. Ms. Shannon summarized the report, including its eleven recommendations, that will be presented to the Sentinel and the Bay Area Reporter.

***Moved (Wong)\Seconded (Lazam)\Passed unanimously to accept the Report on Racial Depictions in the Lesbian/Gay/Bisexual Media and approve the Recommendations and Work Plan.

2) Committee Report

Commissioner Lazam called upon Larry Brinkin, staff to the Committee. Mr. Brinkin reported that the L/G/B Advisory Committee is searching for new members.

The primary topic at the March 16, 1993 meeting and for this retreat was the transgender issue. "Transgender" is an umbrella term for individuals who are not comfortable with the gender with which they were born. The term includes with cross dressing and continues all the way to surgical gender reassignment. These are people who are very discriminated against even in the Lesbian/Gay/Bisexual community and are not understood. Mr. Brinkin has received many complaints regarding discrimination against transgender people. At the present time, there is no legislation in California that protects transgender individuals. There are only two jurisdictions: Seattle, Washington and Madison, Wisconsin that have legislation which protects transgender individuals against discrimination. Mr. Brinkin related that he can only mediate these cases without legal recourse; therefore, transgender individuals are turned away from shelters, targeted by Police, and cannot rent apartments. This issue will be further discussed at the Committee's, May 15, 1993 annual retreat.

***Moved (Lazam)\Seconded (Jaber)\Passed the approval to report of the Lesbian/Gay/Bisexual Advisory Committee.

3) Receipt of Testimony on AIDS/HIV in communities of color.

[] Kim Wright, of the San Francisco Black Coalition on AIDS stated that the number of reported cases of African Americans with HIV in San Francisco jumped from 3, in 1981 to over 1,046 in May 1992. At least 650 men and women of African American descent are being infected every year. HIV infection of African American women and children are being reported at an alarming rate. Ms. Wright observed that there is a

general lack of support for the HIV community-based organizations, including a general lack of administrative support. Therefore, she argued a disproportionate amount of staff time has to be spent in fund raising, thus hindering the time that they can spend actually doing their job. Although she commended the needle exchange program in San Francisco, Ms. Wright expressed concern that the money allocated is not nearly enough for the number of recipients.

[] Ms. Genie Bowie, President of African American Mothers Alone, related that her program has been established for over 20 years. It began on college campus clinic and is now established in collaboration with Lyon Martin Voices and Choices. Regardless of the accomplishments that Black women have achieved, they still have to go through experienced white women in order to get funds, she believed. Ms. Bowie stated that, through Lyon Martin Voices and Choices, her program has been able to enter public housing projects and educate Black women about HIV and AIDS issues. The majority of these women are homemakers, they do not hang out on street corners and they are not "street wise". Her program also held a meeting at Robert Pitts Public Housing with Asian women regarding HIV infection and the prevention. These women were shown condoms as a means of preventing HIV infection, and thought they were candy packages, according to Ms. Bowen. She observed that this will give an insight into the amount of work and education that remains to be done for women. In San Francisco, there are 44 public housing sites and over 33,000 women that need this type of education prevention program, according to Ms. Bowie. The Lyon Martin program is a three year program. Genie Bowie expressed her deep appreciation of the Lyon Martin Foundation, a White women's group, for funding.

[] Pat Norman, Multicultural Liaison of the State Office of AIDS; California AIDS Intervention Training Center and the Black Coalition on AIDS, reported that AIDS has been seen as a Gay male disease. The "trickle down" effect from the Reagan/Bush Administrations and the opinion of some Congressional members to "let them die" are extremely backwards. AIDS is a disease of Communities of Color in the United States and specificaly in the San Francisco Bay Area. Ms. Norman read a letter from Don Francis; Head of the CDC at U.C. Berkeley into the record. Ms. Norman requested that a strategic AIDS plan be devised by CDC, State of California, or the United States. Ms. Norman reminded the Commission that California is the only state that does not have an official needle exchange program because the Governor vetoed a bill that would have legalized such a program.

Commissioner Gadberry requested that a letter be sent to the Mayor and the Board of Supervisors commending their efforts in funding and establishing the needle exchange program in San Francisco.

***Moved (Gadberry)\Seconded (Abrahamson)\Passed unanimously to send a letter to

the Mayor and the Board of Supervisors commending their efforts in funding and establishing the Neddle Exchange Program in San Francisco.

***Moved (Wong)\Seconded (Lazam) passed unanimously to receive the testimonies on AIDS/HIV in Communities of Color.

b) Youth and Education Committee

Commissioner Abrahamson stated that the Youth and Education Committee met Thursday, March 18, 1993. The Committee heard presentations by Fred Persily of the Intergroup Clearinghouse, on the Bias Free School Plan, and by Helen Hatcher of the SFUSD, on the District's Hate Violence Curriculum. The School District will be meeting with the SFSU Judge to discuss possible changes in the Consent Decree. Commissioner Abrahamson related that Miriam Levy, a member of the Committee, died recently and that the Commission had been requested to adjourn its meeting in her memory. The Committee is inviting the Superintendent to meet with them in the near future.

2) Approval of request to the Superintendent of Schools for required activities focusing on Post Rodney King - Police Trial Verdict.

One of the major priority issues discussed was easing the anticipated tensions in the schools after the verdict.

The Youth and Education Committee reviewed three units of History/Social Science curriculum materials focusing on the Rodney King-Police Trial verdict. Commissioner Abrahamson presented a letter for Commission approval. Similar letters will be sent to the City College, San Francisco Unified School District, and the City's Recreation and Park Department. Commissioner Abrahamson thanked Commissioner Kai for her active participation in this meeting.

***Moved (Gomez-Daddio)\Seconded (Wong) passed unanimously to approve and send these letters.

***Moved (Abrahamson)\Seconded (Lumpkin) passed unanimously to accept the report of the Youth and Education Committee.

Commissioner Wong requested a copy of these curriculum materials.

c) Employment Committee

Commissioner Gadberry introduced Mr. Frank Anderson and Mr. Nat Mason. Mr. Anderson reported that the Moscone Expansion Project has been a lengthy

project. Mr. Anderson introduced Mr. Mason for the details of the project.

Mr. Mason stated that, because the project had been so large and there were so many contractors, he had divided the project into three different categories. Mr. Mason distributed a booklet describing the last two and a half years of the project. Gensler and Associates were in charge of the project, and did a tremendous job coordinating construction management, Turner Construction and a small minority business. The project went through many changes including those resulting from the Croson decision. According to Mr. Mason, the aggregate minority employment participation for this project was 47.28%. The aggregate female employment participation was 4.64%, in all trades. Problems faced included Kulchin being unable to meet the HRC goal of the 2D-4006 contract, however, they agreed to maintain the employment of a female operating engineer on the Oceanside Project. The Moscone Center went beyond the expected goals in terms of hiring MBE/WBE. For MBEs the projected goal was $4.7 millions and $30.5 was achieved; For WBEs the projected goal was $0.4 millions and it achieved $1.1, the Small Business goal was $15.4 million; however, $14.8 million was achieved. The Moscone Expansion Project was a $180 million dollar project.

Commissioner Jaber thanked Mr. Mason for the comprehensive report.

***Moved (Gadberry)\Seconded (Jaber)\Passed unanimously to adopt the report of the Employment Committee and the Moscone Expansion Project.

d) Issues Committee

Commissioner Peay-Wainwright called upon Mr. Don Hesse for the Committee report.

1) Recommendations on format and goals of HRC hearing on "African Americans and the Criminal Justice System" to be held at the Hall of Justice.

Mr. Hesse reported that at the Issues Committee meeting, on March 18, 1993, it was recommended that the Commission not hold the meeting as their regular scheduled meeting, but, rather, that it should be a special meeting dealing with the African Americans and the Criminal Justice System in San Francisco. The problem for the Issues Committee was determining a more specific focus and goal for the meeting.

Commissioner Daddio stated that one of the important things that came out of the report was the establishment of a tracking system to determine how a person is identified for arrest, and at what point do the police decide to let the individual go or detain them, and for how long. She stated she would like the HRC to work with the Police Department to make them aware of their concerns.

Commissioner Lazam stated that she is working under the assumption that race is a factor of the high amount of incarceration among African Americans, as stated in the CAAP Report. Within the race factor, there might be an economic factor as well. Commissioner Lazam would like to see reporting from community organizations, as well.

Mr. Kevin Wright stated that, in his opinion, most Police officials will not provide information pertaining to race discrimination, however, there are many of advocates who functions as watchdogs of the prison system.

Mr. Ace Washington related that he was at a meeting with Mayor Jordan on March 29, 1993, at which the Mayor provided a report called: "Take Back our City Together," which deals with the incarceration rate.

Commissioner Peay-Wainwright observed that there was no focus for this public hearing session. She requested the Commissioners to attend the April 15, 1993 meeting of the Issues Committee.

***Moved (Peay-Wainwright)\Seconded (Gomez) passed unanimously to accept the Issues Committee report.

e) MBE/WBE/LBE Advisory Committee

Commissioner Daddio reported that at the meeting of March 18, 1993, truckers were present and discussed the issue of prime contractors acquiring their MBE goals utilizing minority trucking firms. She noted that Zula Jones and Kevin Williams of the HRC staff were in the process of preparing a report and would meet with the truckers to obtain greater understanding of their concerns, and report back to the Advisory Committee.

Commissioner Daddio related that there was a subsequent meeting March 22, 1993, to discuss set aside concerns. Another issue for the Committee addresses requirements for joint associations of architects and engineers.

Mr. Ace Washington, representing the local Minorities Truckers Association, thanked Director Lee for his full cooperation and for the use of the Human Rights Commission meeting room for a meeting of concerned truckers the previous week.

***Moved (Daddio)\Seconded (Peay-Wainwright) passed unanimously to accept the report of the MBE/WBE/LBE Advisory Committee.

UNFINISHED BUSINESS

Director Lee stated that on Monday, March 29, 1993 at 4:00 p.m. the Committee on African American Parity will meet, staffed by Ms. Panetta Scott and the Director. All Commissioners are invited to attend.

Director Lee reported that the Mayor's Office has pledged its support for establishing a program to facilitate bonding for MBEs/WBEs on City contracts. The guidelines for the bonding program are being drafted for the Mayor's Office.

In response to Commissioner Wong's question, Director Lee stated that non-profit agencies are not certifiable as minority or women owned business under the MBE/WBE/LBE Ordinance, and do not qualify for bid/rating preference.

NEW BUSINESS

There was no new business.

CALENDAR MATTERS

a) Open House
Thursday, April 1, 1993
5:00 P.M. - 8:00 P.M.
HRC Offices
25 Van Ness Avenue, Eighth Floor

b) Committee of the Whole Planning Session
Saturday, April 17, 1993
9:00 A.M. - 4:00 P.M.
HRC Offices
25 Van Ness Avenue
Eighth Floor Conference Room

Director Lee reminded Commissioners to submit their priorities for discussion topics at the April 17, Planning Session as soon as possible.

STANDING COMMITTEES

All standing Committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, May 6, 1993 2:00 p.m.
ISSUES	Thursday, April 15, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, April 20, 1993 5:30 p.m.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, April 15, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, April 15, 1993 3:30 p.m.

ADJOURNMENT

Commissioner Lumpkin adjourned the meeting in memory of and requested for a moment of silence for Ms. Miriam Levy's a longtime member of the Youth and Education Committee, and Dr. George L. Bedford, former Pastor of the Macedonian Baptist Church and former Commissioner of the Human Rights Commission. Rev. Bedford played a major role in developing the Human Rights Commission. Funeral arrangements for Rev. Bedford will be Thursday, April 1, 1993, at the Macedonian Baptist Church, 2135 Sutter Street. Ms. Miriam Levy's memorial service will be held at Temple Emmanuel 3:00 p.m., Sunday, April 4, 1993.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mc
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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL 8, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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Accessible MUNI Metro station in the Van Ness Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
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Meeting proceedings available in alternative formats.
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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of March 25, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Lawrence B. Martin, Chair
   Commissioner Sharon Gadberry, Vice Chair
   Frank Anderson, Committee Staff

   (1) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 6, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Eugene Lumpkin, Jr. Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 15, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, April 20, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, April 15, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, April 15, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

(a) Staff Report.

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Committee of the Whole Planning Session
Saturday, April 17, 1993
9:00 A.M. - 4:00 P.M.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, APRIL 22, 1993

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, APRIL 8, 1993.

NEXT MEETING

DATE: **Thursday, April 22, 1993**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue, Eighth Floor**
Conference Room

Commissioner Kai called the meeting to order at 4:45 p.m. Roll call was taken and a quorum was determined to be present. Commissioners Fong, Martin and Peay-Wainwright arrived after roll call was taken.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair, Lucille Abrahamson, Mary Gomez Daddio, Katheryn Fong, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Lawrence Martin, Resa Peay-Wainwright, and Lawrence Wong.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Maria Cordero, Jacquie Hale, Don Hesse, Gail P. Roberts, and Gary Wong.

Guest: Scott Emblidge, City Attorney's Office.

APPROVAL OF MINUTES

***Moved (Jaber)\Seconded (Lumpkin)\Passed unanimously to adopt the minutes of March 25, 1993 with the following amendment: Page 2, under the Report of the Director, at end of paragraph 2 add: "Commissioner Wong asked that a representative of the District Attorney's office be invited to attend all meetings in the efforts to deter anticipated violence after the Rodney King verdict."

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Kai congratulated the Human Rights Commission staff for the success of the Open House on April 1. In particular, she thanked James Fields, Jacquie Hale, and Don Hesse for their coordinated efforts in picking up donations and making the Open House a great event.

Commissioner Kai reminded all the Commissioners that their list of priorities for the Planning Session of April 17 is needed. The Planning Session is focusing on priorities for the 93-94 fiscal year.

Commissioner Kai reported that the complaint of Mr. Richard Hanlin alleging that he had been solicited for funds in order to get a contract through the M/WBE program of the Human Rights Commission was investigated by the District Attorney. The District Attorney found that the Human Rights Commission was not improper or incorrect. A subsequent letter was received by Mr. Hanlin disagreeing with the District Attorney's findings. Commissioner Kai believes that Mr. Hanlin will pursue the issue.

REPORT OF THE DIRECTOR

Article 33

Director Lee reported that the State Court of Appeal recently ruled that State law preempt local laws dealing with sexual orientation. The Los Angeles City law in question, Delaney v. Superior East Freight, is similar to Article 33 of the San Francisco Municipal (Police).

Last week, a Superior Court Judge in San Francisco used the Los Angeles Delaney case to rule that State Law also preempts San Francisco's Article 33. Director Lee stated that the Human Rights Commission must take a strong role in supporting Article 33 because it is the law used to defend individuals against discrimination based on sexual orientation. If Article 33 is preempted, it can affect the process in which complaints are followed and enforced within San Francisco and by the Human Rights Commission.

Larry Brinkin, Acting Coordinator of the Lesbian/Gay and AIDS/HIV Unit, reported

that the State law referred to by the Los Angeles case is the Fair Employment and Housing Act which prohibits discrimination. Sexual orientation is not included in this Act; however, it would have been had Governor Wilson not vetoed Assemby Bill 101. The City Attorney will assist current plaintiffs by filing amicus briefs appealing the preemption decisions. If the State Court of Appeal rules that the local San Francisco ordinance is not preempted, lower court judges will have a choice of which court of appeal decision to invoke. The role of the Human Rights Commission in investigating and mediating complaints will not be seriously threatened; however, the threat of a civil law suit has prompted employers to pursue mediation. Though the State Labor Code allows for Civil suits, however, lawyers are reluctant to take cases if they cannot recoup sufficient damages. The perception in the community could be that the Human Rights Commission will not be able to defend sexual orientation cases; however, HRC will be able to mediate these cases in the same manner it always has. A press conference is scheduled for Tuesday, April 13, at 10:00 a.m. in the Mayor's Office regarding the preemption of the local law. Discrimination in City Contracts and HIV/AIDS discrimination cases are not affected. Mr. Brinkin remarked that the main message to the community should be that the Human Rights Commission will not allow sexual orientation discrimination to take place in San Francisco.

Commissioner Wong asked Mr. Brinkin to provide to the Commissioners a memorandum regarding the above mentioned item.

City Readiness for Los Angeles verdict

Director Lee reported on a meeting with Mayor Jordan, Police Commissioner Chloe Hewlitt and others, who agreed to support a community outreach campaign. The San Francisco Public Schools, San Francisco State University, San Francisco Community College, and the Recreation and Park Department were requested to have programs for young people to discuss their reactions to the verdict. There will be a press conference on April 9. in the Mayor's Office to discuss alternatives and the different programs which will be taking place throughout the City.

1993-94 General Fund Budget

Director Lee stated that the Budget staff of the Mayor's Office has requested all City departments to provide scenarios for further budget cuts. These scenarios are due by April 12. HRC's scenario is to reflect a possible $270,000 budget cut for FY 93-94. HRC's meeting with the Mayor on the budget will take place on April 29.

Following discussion by Commissioners, it was decided that the budget

scenario to be submitted by the Director be accompanied by a letter stating that the Commissioners have neither reviewed nor approved the scenario. Commissioner Wong expressed his concern, stating that he would not like this scenario to be taken as an alternative budget. Director Lee stated that the personnel cuts outlined in the scenario would be determined according to seniority. Commissioner Martin stressed the importance of the Commission's role in making budget decisions.

Commissioner Wong asked that the scenario be discussed at the Commission Planning Session on April 17, and the Commission meeting on April 22, 1993.

Update on Trucker's meeting

Director Lee reported that, in compliance with the Commission's request regarding the truckers, a meeting was held April 7, 1993 with the local truckers and another meeting is to take place on April 12 with non-local truckers. One of the local truckers problem is that they do not have ownership of a dumpsite. A sub-committee has been formed to study the feasibility of obtaining a dumpsite. The sub-committee meeting will take place Tuesday, April 13, 1993 at 5:30 p.m.

The Sunshine Law

Director Lee reported that the Board of Supervisors' Rules Committee is studying the feasibility of adopting a Sunshine Law for all City and County departments. According to the Director, department heads have expressed concern about the costs and problems associated with implementation. This law would make meetings of all kinds open to the public and would require much difficult and expensive record keeping. The Rules Committee is scheduled to meet again on this topic on April 20, 1993 at 10:00 a.m. Commissioners and department heads are invited to attend.

Scott Emblidge, Deputy City Attorney, observed that the Sunshine Law would require that all committee and sub committee meetings be opened to the public. The Budget Analyst estimated that the cost of implementing this ordinance would be $400,000 to $500,000.

Commissioner Kai and the Director will meet with Mr. Emblidge and will report back to the Commission regarding the advantages and disadvantages of the Sunshine Law.

The National AIDS Conference

Director Lee reported that he will be attending the National Minority AIDS Conference in Washington, D.C. from April 21 through April 26. Jacquie Hale will be the Acting Director during this time.

Answering a question from Commissioner Wong, Director Lee stated that City Attorney Louise Renne was asked by Mayor Jordan to study the issue of the payment of prevailing wages on City contracts. The Human Rights Commission is not involved because this issue does not relate to contract compliance; however, it may affect the HRC in the future. Copies of the letter will be sent to all the Commissioners.

COMMITTEE REPORTS

There were no reports.

Answering a question from Commissioner Wong, Jacquie Hale reported that copies of letters that are sent to City Departments regarding compliance with good faith reports will be distributed at the next Commission meeting.

Commissioner Wong requested a copy of the Public Schools Consent Decree Program.

Commissioner Wong stated that City departments are required by the M/WBE Ordinance, which HRC enforces, to submit good faith reports. To date, only 32 out of 58 departments have complied. He asked that those City departments that have not complied, be encouraged to do so, and if they fail to comply, that these departments be reported to the Board of Supervisors and the Mayor. Furthermore, Commissioner Wong asked that the Board of Supervisors and the Mayor consider these good faith reports when departmental budget are submitted.

Commissioner Resa Peay-Wainwright commended the staff for the Open House and reported that there were two new members of for the Issues Committee. Commissioner Peay-Wainwright asked for the Commissioners' help in recruiting more members, to reflect the diversity of the City.

CALENDAR MATTERS

Committee of the Whole Planning Session
Saturday, April 17, 1993
9:00 a .m. to 4:00 p.m.
HRC Offices
25 Van Ness Avenue, 8th Floor
San Francisco, Calif. 94102

Director Lee asked Commissioners to submit their list of priorities for the April 17, 1993 meeting.

Commissioner Peay-Wainwright asked that the Sunshine Law be discussed at the Planning Session.

STANDING COMMITTEES

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, May 6, 1993 2:00 p.m.
ISSUES	Thursday, April 15, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, April 20, 1993 5:30 p.m.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, April 15, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, April 15, 1993 3:30 p.m.

ADJOURNMENT

Commissioner Kai adjourned the meeting at 6:32 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mc

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SPECIAL MEETING

COMMITTEE OF THE WHOLE
HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

SATURDAY, APRIL 17, 1993
9:00 A.M.- 4:00 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

☞ *American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.*
Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces.
Accessible BART station is the Civic Center Station.
Accessible MUNI Metro station in the Van Ness Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
Please refrain from wearing perfume or other scented products.
To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC COMMENT

At this time, members of the public may address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commission except agenda items. With respect to agenda items, your opportunity to address the Commission will be afforded when the item is reached in the meeting with one exception. When the agenda item has already been reviewed at a committee meeting at which members of the public were allowed to testify and the Commission has closed the public hearing, your opportunity to address the Commission must be exercised during the Public Comment portion of the calendar. Each member of the public may address the Commission for up to three minutes. **It is demonstrated that comments by the public will exceed 15 minutes, the Chairperson may continue Public comment to another time during the meeting.**

3. SPECIAL ITEM

(a) Discussion of Commission Priorities

4. ADJOURNMENT

NEXT MEETING: THURSDAY, April 22, 1993

A:\AGENDA.417

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CITY AND COUNTY OF SAN FRANCISCO
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MINUTES OF THE COMMISSION PLANNING SESSION, SATURDAY, APRIL 17, 1993.

The Commission Planning Session began at 9:10 a.m.

PRESENT:

Commissioners: Karen N. Kai, Chair; Lucille Abrahamson, Mary Gomez Daddio, Katheryn Fong, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin Jr., Lawrence Martin, Resa Peay-Wainwright, and Lawrence Wong.

Staff: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Maria Cordero, Salormey Dzikunu (Intern), James Fields, Jacquie Hale, Don Hesse, Ed Ilumin, Nat Mason, Dick Norton, Gail Roberts, Panetta Scott, Carmen Smith, Mary Gin Starkweather, and David Treanor.

It was the consensus of Commissioners and staff to discuss the priority items presented by Commissioners and staff and to decide what specific role the Human Rights Commission should pursue. In prioritizing each issue, the needs and the resources needed by HRC to implement each issue needed discussion. The planning session focused specifically for fiscal year 93-94.

Each agenda item was discussed and placed under category(ies) that Commissioners and staff believed the Human Rights Commission role should be. The categories are: Support, Initiate, Convene, Coordinate, Monitor, Enforcement and Full-Service.

Support: Indicates that the Human Rights Commission will support a program or an item for implementation under either another City agency or a community organization.

Initiate: Areas that the Human Rights Commission felt that needed to be initiated, either by promoting legislation, working to fund or continuing an effort began by different reports, e.g, CAAP report, the Discrimination of Lesbians in the Media.

Convene: The HRC feels that either a committee, task force, or a staff member should convene a meeting or meetings to decide whether or not it would be feasible for the Human Rights Commission to continue the effort.

Coordinate: Coordinate with other City Agencies, Community Organizations, Unions, etc. according to the item being discussed.

Monitor: Direct involvement of monitoring for compliance.

Enforcement: Areas where the Human Rights Commission have jurisdiction to enforce an ordinance or law.

Full-Service: The Human Rights Commission should be involved in a role of full service including the items of support, initiate, convene, coordinate, monitor, and enforcement. This would be a program under the sole responsibility of the Human Rights Commission.

SUPPORT

- Hate Violence Prevention Programs
- Domestic Partner Benefits
- Employment Task Force
  - . Local employment (preference to locals)
- 1990 Census for workforce labor goals
- African American Education/Employment
- Bilingual Education/ESL
- Tenderloin model in other communities
- ADA Monitoring

INITIATE

- Transgender Discrimination
- SFUSD - Minority Youth
  - . Disparate Treatment of Minorities
  - . Textbooks/Curriculum
  - . Bilingual Education
  - . Consent Decree
  - . CAAP youth recommendations
  - . Adequacy of Theme in the strategic Plan.

- Leases/Concessions
- Native Americans M/WBE
- Youth Involvement in all committees of the HRC
- Workforce Diversity (Resolution)
  - . All levels of jobs
  - . Types of jobs
  - . Diversity in training programs

  - Diversity in education

- Educate Unions
  - Diversity
  - Discrimination

- Changing goals for construction workforce

CONVENE

- Criminal Study
  - Gender bias?
  - Race bias?

COORDINATE

- Hate Violence Prevention Programs
- Women's Issues
- Police Intelligence
- Military Gay Ban
- Tracking City payments to contractors and sub-contractors.
- Local employment
- Tenderloin model in other communities
- Commissioners working together. Committees, communicating/coordinating efforts.

MONITOR

- Hate Violence Prevention Programs
- Women's Issues
- Police Intelligence (Spying)
- Military Gay Ban
- Sexual Orientation discrimination - Boy Scouts
- SFUSD
  - Disparate Treatment of Minorities
  - Textbooks/Curriculum
  - Bilingual Education
  - Consent Decree
  - CAAP youth Recommendations
  - Strategic Plan

- Tracking Payments from City to Contractors and Sub-Contractors.
- City Budget Process
- City Affirmative Action Plans
- ADA Monitoring
- Budget Resource allocations
- Sunshine Ordinance
- Present Committee structure

ENFORCEMENT

- Sexual Orientation discrimination - Boy Scouts
- Overall monitoring
    - . Improve Data Computerization
    - . Increase percentage of M/WBE Awards
    - . Joint Ventures and Set Asides

- Workforce Diversity
    - - Use existing legislation
    - - Need specific language in Ordinance 12A.

- Civil Service Personnel Policy on Complaints.

FULL SERVICE

- Criminal Study
- Intergroup Tension
    - . Racism
    - . Conflict Resolution
    - . Intergroup tensions in schools.
    - . Ethnic tensions in public housing
    - . Bilingual education/ESL
    - . Immigration Issues
    - . Transgender discrimination

- Housing Discrimination
- Overall Monitoring
    - . Improve Data Computerization
    - . Increase percentage of M/WBE Awards
    - . Joint Ventures and Set Asides
- Business Orientation Approach
- MWDBE Business and Economic Development.
  Assistance Control/Bonding

- Enforcement of all aspects of M/WBE
- Local Employment
  - . Computerized capability for tracking
  - . Preference to locals
  - . Legislation
- CAAP Economic Study

- Public Relations
  - . "Hot line to Commissioners in hot issues"
  - . Newsletters
  - . Deal with bad P.R.

COMMISSIONERS SELF-EDUCATION

- Contract Awarding Process
- 1990 Census Workshop
- Commissioners working together and with staff.
- Americans with Disabilities Act
- Hate violence reduction
- Police practices guidelines
- Housing and discrimination
- HRC's budget.

ITEM ON HOLD: Revisions to HRC Ordinance was put on hold.

Another Planning Session is being planned for October 1993, the date and time is to be arranged.

SPECIAL ITEM

Discussion of the Sunshine Ordinance

Commissioner Kai distributed copies of draft comments on the San Francisco Sunshine Ordinance which she had prepared. Gail Roberts reported on the April 12, 1993 meeting, Supervisor Roberta Actenberg, the Ordinance's principal sponsor, held with department representatives. The Commission will act upon its response to the draft of the Sunshine Ordinance at its April 22, 1993 meeting.

***Moved (Lazam)\Seconded (Martin) unanimously approved to suspend the order of agenda and include the discussion of the verdict in Los Angeles Police/Rodney King issue.

***Moved (Lazam)\Seconded (Martin) unanimously approved to release the following Resolution:

RESOLUTION OF THE SAN FRANCISCO HUMAN RIGHTS COMMISSION IN RESPONSE TO THE VERDICTS OF THE RODNEY KING FEDERAL PROSECUTION TRIAL

TO ALL THE CITIZENS OF THE CITY AND COUNTY OF SAN FRANCISCO:

WHEREAS, the videotape of those law enforcement officers' inhumane beating of motorist Rodney King exposed the dual standards of justice and its inescapable impact upon African Americans and communities of color, and

WHEREAS, the trial jury in its rendering of guilty verdicts today to two of those officers, confirms our rights as citizens that we can never condone the use of excessive force by any law enforcement agency, and

WHEREAS, the jurors in this federal trial by faithfully carrying out their responsibility are to be credited for restoring a sense of justice to our criminal judicial system and thereby confirm the need for all citizens to take up their community responsibility as jurors, and

WHEREAS, the Civil Rights Act of 1964 was historically dedicated to prevent and enforce against prejudicial and inhumane actions perpetrated against persons such as Rodney King and others whose abuse may never be videotaped, and

WHEREAS, the whole episode of these trials, the beating, and the resulting violence and confrontations have exposed the social and economic weaknesses in our society, so as to seriously question our commitment to equality in our society, and

WHEREAS, the Human Rights Commission has joined the many voices of our diverse communities to keep sincere dialogue among us and to initiate and follow through with our commitments to better education, equality in job and business opportunities and justice for all in our society, and

WHEREAS, a proactive program of commitments have been made this past year to bring together the students in our schools, youth in our communities, disadvantaged businesses with government, the jobless with employers, the homeless with assistance and opportunities, and the victims of discrimination and mistreatment with hope for justice, and

WHEREAS, our community leaders, government, religious leaders, business leaders, school officials and active citizens have promised to carry out these commitments, and

WHEREAS, JUSTICE, in our communities does not result from one verdict, but it evolves from the deliberate, on-going fulfillment of the commitments we give to one another and the resources we devote to their fulfillment,

NOW, THEREFORE, BE IT RESOLVED, THAT

1. The Human Rights Commission calls upon the Mayor, Board of Supervisors, and the leaders of our diverse communities, religious and business leaders to continue implement their proactive programs to reach our youth, our jobless, our homeless, and our discriminated communities and to devote the resources necessary to accomplish equality.

2. It is most important now, more than ever, to carry forward the dialogue in our schools about what we must learn from the Rodney King trials and what has happened in our communities and that the Human Rights Commission calls upon the San Francisco School Board and the Superintendent to hold school site discussions and assemblies to accomplish this.

3. The Human Rights Commission calls upon all citizens of San Francisco to continue to treat our diversity with dignity and respect, to help each other accomplish justice and to break down the barriers of discrimination.

4. The Human Rights Commission calls upon all of us to understand that our own "videotape" of how we treat each other, is still running and that we share our hopes that the final verdict for all of us is EQUALITY, JUSTICE AND PEACE.

by unanimous resolution this 17th day of April, 1993

THE HUMAN RIGHTS COMMISSION
FOR THE CITY AND COUNTY OF
SAN FRANCISCO

_____
Karen Kai, Chair

_____
Eugene Lumpkin, Jr. Vice-Chair

Lucille Abrahamson
Mary Gomez Daddio
Katheryn Fong
Sharon Gadberry
May P. Jaber

Jeanette Lazam
Lawrence B. Martin
Resa Peay-Wainwright
Lawrence Wong

For any questions or comments, please contact Edwin M. Lee, Director, Human Rights Commission at (415) 252-2511.

The planning session was concluded at 3:50 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

HUMAN RIGHTS COMMISSION
PLANNING MEETING
FY 1993-1994
APRIL 17, 1993
A Discussion of Commission Priorities

AGENDA

I.	Purpose of Planning (Lee, Kai)	9:00 - 9:30
	A. Factors to consider in prioritizing HRC issues.	
	B. Categories of Commission & Staff issues	
	C. Process of Discussion	
II.	Conflict Resolution (Peay-Wainwright)	9:30 - 10:30
III.	Contract Monitoring (Fong)	10:30 - 11:30
	**** LUNCH BREAK ****	
IV.	Economic/Community Resources (Gadberry)	1:00 - 2:00
V.	Internal Issues (Kai)	2:00 - 3:00
VI.	Wrap Up/Conclusions (Lee, Kai)	3:00 - 3:30

(415) 252-2500 25 Van Ness Avenue Ste. 800 San Francisco, CA 94102-6033
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City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

I. FACTORS TO BE CONSIDERED IN PRIORITIZING ISSUES FOR HRC

1. What are the HRC staff resources for this?

2. What specific role should HRC play?

    1) Support
    2) Initiate
    3) Convene
    4) Coordinate
    5) Monitor
    6) Enforcement
    7) Full-service

3. Duplication of effort? Are there others in the City or outside already working on this?

4. Does HRC have the mandate and/or jurisdiction to proceed on this? Where would our authority come from?

5. Can we get help from other sources?

6. What is the role of the standing committees and the Commissioners in these issues?

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II. CONFLICT RESOLUTION

Facilitator: Resa Peay-Wainwright

Hate Violence (Kai, Abrahamson, Daddio)
CAAP Criminal Study (Kai, Daddio, Martin)
Racism/Transgender Discrimination in LGB Community (Kai, Daddio, Lazam)
Conflict Resolution (Abrahamson)
Intergroup Tension (Jaber, Lazam)
Women's Issues Falling through (Gadberry, Lazam)
Hate Violence Reduction (staff)
Police Intelligence Issues (staff)
Housing Discrimination (staff)
Military ban re: sexual orientation (staff & Commissioners)
Sexual orientation discrimination - Boy Scouts (staff)
Disability issues in LGB Community (staff)
Intergroup tensions in schools (staff)
Disparate treatment of Black students (staff)
Textbooks characterizations, curriculum (staff)
Ethnic tensions in Public Housing (staff)
Bilingual education (staff)
How SFUSD better serve minority youth? (staff)
Consent decree in schools (staff)

III. CONTRACT MONITORING

Facilitator: Katheryn Fong

Leases/Concessions (staff)
Tracking payments (staff)
Improving computerization of data (staff)
Business orientation approach (Fong)
Bonding for African American Contractors (Lumpkin, Daddio)
Contract awarding process (Lumpkin, Wong)
Native Americans (Kai)
Increasing percent of M/WBE awards (Wong, Daddio)
Joint Ventures and Set Asides (Daddio)
Overall monitoring - improvements (Daddio)
Enforcement of all aspects of MBE Ordinance (staff)

IV. ECONOMIC/COMMUNITY RESOURCES

Facilitator: Sharon Gadberry

CAAP Economic Study (Kai, Martin)
ADA Monitoring (Kai)
Tenderloin Standards (Daddio)
Civil Rights of Homeless and Immigrants (Daddio)
African American Education/Employment (Gadberry, Martin)
City/County Department of Affirmative Action Plans (Daddio)
HRC Workforce Goals in Construction (staff and Commissioners)
1990 Census for workforce/labor goals (staff)
City Employment Task Force-Supervisors Bierman/Alioto. (Staff and Commissioners).
Mono-ethnic workforce issues (staff)
Computerized capability for tracking workforce (staff)
Compassion in City Budget Process (staff and Commissioners)
Local Employment (Gadberry, Martin)
Unions/discrimination (Gadberry, Martin)
Concentrations of ethnic, minorities, sexual orientation in certain industry/occupational groups (Gadberry)
Domestic partner benefits - City retirement systems and in private sector (staff)
Youth involvements in School decisions (staff)

V. INTERNAL ISSUES

Facilitator: Karen Kai

Ordinance Revisions (Kai)
Youth Involvement (Abrahamson)
Commissioners working together (Abrahamson)
Budget resource allocation (staff and Commissioners)
Public relations (Gadberry, Lumpkin)
Self Education on HRC's power & duties (Lumpkin)
Reduce complaints on HRC (Lumpkin)
Sunshine Ordinance (Peay-Wainwright)
Does present Committee structure serve us well? (staff)
Complaint procedures (Lumpkin)

VI. WRAP-UP, WHERE DO WE GO FROM HERE?
(some heavy questions to consider)

1. Have we come closer to agreeing to how the HRC analyzes and involves itself in an issue?

2. Have we honestly balanced our resources against the myriad of issues?

3. Are we availing ourselves of all the resources outside HRC to maximize our involvement in an issue?

4. Are we, as staff and Commissioners, adequately prepared to handle some of these issues being prioritized?

5. How do we measure our successes on these issues? Do we critique our failures adequately with commitment to improve?

6. Have we provided the necessary links or bridges among and between those communities we are helping?

7. Has there been qualitative change as a result of our involvement?

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL 22, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.
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Accessible MUNI Metro station in the Van Ness Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
Please refrain from wearing perfume or other scented products.
To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of April 8, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Report on Planning Session.

5. REPORT OF THE ACTING DIRECTOR

   (a) Review of FY 93-94 General Fund Budget and Acceptance of HRC Budget Reduction Scenario.

   (b) Adoption of HRC Response to Sunshine Ordinance.

   (c) Approval of Resolution Commending HRC's Support Staff.

6. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Katheryn M. Fong, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, May 20, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Eugene Lumpkin, Jr. Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 20, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Saturday, May 15, 1993, at 9:00 a.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Lawrence B. Martin, Chair
Commissioner Sharon Gadberry, Vice Chair
Frank Anderson, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 6, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, May 6, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, MAY 13, 1993

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, APRIL 22, 1993

NEXT MEETING

DATE: **Thursday, May 13, 1993**

TIME: **4:30 P.M.**

PLACE: **25 Van Ness Avenue, Eighth Floor**
Conference Room

Commission Chair Karen Kai called the meeting to order at 4:40 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Lucille Abrahamson, Mary Gomez Daddio, Katheryn Fong, Sharon Gadberry, May P. Jaber, Eugene Lumpkin, Jr.; Lawrence B. Martin, Resa Peay-Wainwright, and Lawrence Wong.

Excused: Jeanette Lazam.

HRC Staff

Present: Jacquie Hale, Acting Director; Maria Cordero, Salormey Dzikunu (intern), Don Hesse, Cynthia Goldstein, Gail Roberts, Panetta Scott, Mary Gin Starkweather, Carmen Smith, Pansy Waller, and Gary Wong.

Excused: Director Edwin M. Lee attending the National Minority AIDS Council Annual Conference in Washington, D.C.

APPROVAL OF MINUTES

***Moved (Martin)\Seconded (Jaber)\ Passed unanimously to adopt the minutes of the regular Commission meeting of April 8, 1993, with the following amendments:

Page 3, under the General Fund Budget, the date is April 29, 1993 not March 29, 1993. Page 5, under Committee Reports add the following paragraph after the first paragraph:

"Commissioner Wong stated that City departments are required by the M/WBE Ordinance, which HRC enforces, to submit Good Faith reports. To date, only 32 out of 58 departments have complied. He asked that those City departments that have not complied, be encouraged to do so, and if they fail to comply, that these departments be reported to the Board of Supervisors and the Mayor. Furthermore, Commissioner Wong asked that the Board of Supervisors and the Mayor consider these Good Faith reports when departmental budgets are submitted."

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Kai thanked all Commissioners and staff present at the Saturday, April 17, 1993 Planning Session. The Planning Session minutes will be discussed at length at the May 13, 1993 Commission meeting.

REPORT OF THE ACTING DIRECTOR

Acting Director Jacquie Hale reported that a press conference was held at the Mayor's Office in regards to the preemption of Article 33 by State Law. The press conference was very successful and received good media coverage.

Deputy City Attorney Scott Emblidge reported that there are three local Article 33 cases in the local courts that have been ruled as preempted by State law. The City Attorney's office is filing motions the week of April 26, 1993, to appeal these rulings to higher State courts.

Ms. Hale called Commissioners' attention to Mr. Warren Hinckle's recent column in the San Francisco Independent. She stated that, as directed by Commissioners, Director Lee had indicated a response was being prepared.

(a) **Review of FY 93-94 General Fund Budget and Acceptance of HRC Budget Reduction Scenario.**

There was some discussion regarding the acceptance of the scenario. Commissioners were worried that, if it were accepted, it would send a message to the Mayor that the HRC was willing to take a budget cut which would cut major services to the community, specially services in the Housing Unit, the Lesbian/Gay & AIDS/HIV Unit, as well as in other units. The Mayor is strongly urged to stay with the original budget. The Commissioners unanimously agreed to send a letter to the Mayor, prior to the budget meeting scheduled on April 29, 1993 with the Mayor's office, outlining the devastating effects that such a budget cuts would have for the HRC.

***Moved (Martin)\Seconded (Gadberry)\passed unanimously to accept the Director's action in responding to the Mayor's request to submit a "scenario" as to how the HRC would absorb a $270,000 budget reduction for 1993-94, if needed.

***Moved (Wong)\Seconded (Martin)\passed unanimously to send a letter to the Mayor, prior to April 29 to include:

1) the Charter-mandated roles that HRC is obligated by law to pursue;
2) a list of the Commission's planning session agenda;
3) indications as to the devastating effect that a budget cut would have;
4) reminders that HRC has done everything possible to keep within this year's budget, and that it had achieved a balanced budget for 1992-93.

b) Adoption of HRC Response to Sunshine Ordinance.

***Moved (Martin)\Seconded (Lumpkin)\passed unanimously to accept the HRC response to the Sunshine Ordinance as developed by Commissioner Kai and summarized by staff.

c) Approval of Resolution Commending HRC's Support Staff.

***Moved (Fong)\Seconded (Daddio)\passed unanimously to approve the resolution commending HRC's support staff.

COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee

Commissioner Fong reported that Ms. Zula Jones, HRC Contract Compliance Officer,will be making a report on the trucking issue at the next Commission meeting.

(b) Youth and Education Committee

Commissioner Abrahamson reported on the Youth and Education Committee meeting of April 15, 1993. The Committee has taken several actions:

(1) Three members of the Committee have been dropped for non-attendance.

(2) The Committee rescinded a policy of not accepting members below voting age. It is anticipated that there will be two or three young people as new members of the Committee.

(3) There have been several organizations nominating persons to the Committee.

(4) Superintendent Bill Rojas has been invited to attend a meeting: The date is not set as yet; May 20 or June 17 are possibilities.

(5) The latest draft of the SFUSD's Strategic Plan had been distributed in advance to members of the Committee. Dr. Robert Harrington discussed the Strategic Plan in depth with the Committee.

(6) Mr. Anthony Ramirez discussed the Court hearing to modify the Consent Decree.

(7) A proposal for balanced media coverage of the San Francisco public schools for after school activities was presented to the Committee. A task force will be formed to carry out this proposal.

***Moved (Abrahamson)\Seconded (Gadberry)\passed unanimously to accept the report of the Youth and Education Committee.

(c) Lesbian/Gay/Bisexual Advisory Committee

(1) Committee report.

Commissioner Wong called upon staff member Cynthia Goldstein to make the report.

Ms. Goldstein reported on the press conference held Monday, April 13, which was well attended and very positive issues were discussed. The main message that got out to the press was that the Human Rights Commission is still investigating and mediating complaints of discrimination despite the Court ruling preempting Article 33.

Ms. Goldstein reported that there were seven new members appointed to the Lesbian/Gay/Bisexual Advisory Committee. An orientation meeting has been scheduled for Wednesday, May 12, 1993 at 6:00 p.m. for new and old members of the committee. A social hour will follow. All Commissioners are invited.

The LGBAC annual planning session is scheduled for Saturday, May 15,1993 at 10:00 a.m.

Ms. Goldstein distributed a flyer regarding the Haitians being held in Guantanamo Bay. She reported that 250 people are being detained because of their HIV status. A request for Commission action on this matter will be presnted at the May 13 Commission meeting.

***Moved (Wong)\Seconded (Abrahamson)\passed unanimously to accept the report of the Lesbian/Gay/Bisexual Advisory Committee.

(d) Employment Committee

1) CAAP Report

Commissioner Martin called upon staff member Panetta Scott to make a presentation on the CAAP Committee meeting. Ms. Scott reported that since the release of the CAAP report "The Unfinished Agenda", four committee meetings have been held. The Committee has taken the first goal of the report -- To halt, and/or, reverse the decline in the size of the African American population in San Francisco -- as its mission. The other 11 goals stated in the report will be adopted as the Committee's objectives. A strong suggestion of the Committee was to develop a plan around employment and entrepreneurial opportunities, focusing on the Airport expansion program. Commissioner Jeanpierre and former Commissioner Goosby of the Airport Commission attended the last meeting and presented information regarding the expansion.

Another issue being discussed is summer youth employment at the Airport. A subsequent meeting was held to discuss this issue with Airport Deputy Director of Business and Finance, Angela Gitten and Airport Director Lou Turpen, at which time they were also asked to include recruitment of adults or single heads of households. There is a letter being put together by the members of CAAP to the Mayor's Office which will include 27 recommendations. In order to accomplish these recommendations, the Committee will ask the Mayor for his intervention to convene, with the Board of Supervisors and the Chief Administrative Officer, a top level interdepartmental task force to respond, within 60 days, to the recommendations contained in "The Unfinished Agenda." Also, the Mayor will be asked to develop and implement, in concert with the City's African American community, department heads and the private sector, a model program, preferably in the Bayview/Hunters Point community, which will reverse the outward flow of the City's African American population.

(e) Issues Committee

There was no report from the Issues Committee.

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

No new business was reported.

CALENDAR MATTERS

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, May 6, 1993 2:00 p.m.
ISSUES	Thursday, May 6, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	SPECIAL PLANNING SESSION Saturday, May 15, 1993 10:00 A.M.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, May 20, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, May 20, 1993 3:30 p.m.

ADJOURNMENT

Commissioner Kai adjourned the Commission meeting at 6:00 p.m.

Respectfully Submitted

Edwin M. Lee

Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, MAY 13, 1993
4:30 P.M.

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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Lawrence B. Martin
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of April 22, 1993.

   (b) Special Committee of the Whole meeting of April 17, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Adoption of Resolution Honoring Lawrence Martin upon his appointment to the Planning Commission.

   (b) Consideration of "Full Service" issues identified at 4/17/93 Planning Session.

5. REPORT OF THE DIRECTOR

   (a) 4/29/93 Budget Session with the Mayor.

   (b) Report correcting affidavits filed 4/28/93 with Judge Felton Henderson.

   (c) National Minority AIDS Council Conference in Washington D.C.

   (d) Adoption of Resolution Honoring Cesar Chavez

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Lawrence B. Martin, Chair
   Commissioner Sharon Gadberry, Vice Chair
   Frank Anderson, Committee Staff

   (1) Committee report.

   (2) San Francisco Fire Department's Affirmative Action Program Presentation.

(3) Summer Youth Jobs: Presentation by Community Education Services.

(4) City Departments Affirmative Action Plans: Department of City Planning and the District Attorney's Office - Request for HRC's Approval.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 3, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Issues Committee

Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) Adoption of Policy Statement Opposing Anti=immigrant Activity.

(2) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, June 3, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee

Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Approval of a letter to President Bill Clinton addressing the issue of Haitian Refugees with HIV being held at Guantanamo Bay, Cuba.

(2) March on Washington.

(3) No Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Saturday, May 15, 1993, at 10:00 a.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Report on Truckers: Zula Jones.

(2) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, May 20, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Eugene Lumpkin, Jr. Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 20, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. EXECUTIVE SESSION

NOTE: The closed session is called to confer regarding pending litigation, pursuant to Government Code 54956.9.

12. ADJOURNMENT
Meeting to be adjourned in memory of Cesar Chavez.

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, MAY 27, 1993

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HUMAN RIGHTS COMMISSION
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MINUTES OF THE COMMISSION MEETING OF THURSDAY, MAY 13, 1993.

NEXT MEETING

DATE: Thursday, May 27, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Chair Karen Kai called the meeting to order at 4:40 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Lucille Abrahamson, Mary Gomez Daddio, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Resa Peay-Wainwright, and Lawrence Wong.

Excused: Gloria R. Davis, and Katheryn Fong.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Linda Chin, Maria Cordero, Salormey Djikunu (Intern), James Fields, Cynthia Goldstein, Jacquie Hale, Don Hesse, Heather Jones (Intern), Zula Jones, Nat Mason, Veronica Ng, Dick Norton, Gail P. Roberts, Mary Gin Starkweather, David Treanor, Pansy Waller, Gary Wong.

Guests

Mr. Scott Emblidge, City Attorney's Office.

APPROVAL OF MINUTES

***Moved (Lumpkin)\Seconded(Jaber)\Passed unanimously to adopt the minutes of the

regular Commission meeting of April 22, 1993.

***Moved (Lazam)\Seconded (Gadberry)\Passed unanimously to adopt the minutes of the Planning Session meeting of April 17, 1993.

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Resolution Honoring Lawrence Martin upon his appointment to the Planning Commission.

Commissioner Kai reported that Mayor Frank Jordan had sworn in new Commissioners on Wednesday, May 12, 1993. Commissioner Martin has been appointed as a Commissioner to the Planning Commission; thereby resigning from the Human Rights Commission. Commissioner Kai thanked Commissioner Martin for his many years of service and called for a motion to adopt a resolution honoring him.

***Moved (Jaber)\Seconded (Gadberry)\Passed unanimously to adopt a resolution honoring Lawrence Martin upon his appointment to the Planning Commission.

Commissioner Kai stated that due to a lengthy agenda, item (b) under her report: "Consideration of 'Full Service' issues identified at 4/17/93 Planning Session" would be postponed to the Unfinished Business portion of the agenda, if time permitted.

REPORT OF THE DIRECTOR

4/29/93 Budget Session with the Mayor.

Director Lee reported on the 4/29/93 Budget Session with the Mayor. Mr. Lee stated that the Mayor was impressed by the number and commitment of Commissioners that attended this meeting. The Mayor did not commit to any promises, following a very eloquent report on behalf of the HRC. After major discussion, it was the consensus of the Commissioners to make every effort to contact the Mayor's Office and lobby them regarding the effects of a budget cut on the HRC. Director Lee explained that any canvassing must be done immediately because a budget cut proposal from the Mayor's Office is expected by Monday, May 17. The Commissioners and staff of the Human Rights Commission are united against any budget cut.

National Minority AIDS Council Conference in Washington, D.C.

Director Lee stated that he attended the National Minority AIDS Council Conference in Washington D.C., April 21 - 24, 1993. Director Lee reported that it was a most informative conference, and, as a result of this Conference, a number of meetings with

Congressional members have been achieved. There were many good solid testimonies about the trends of the HIV virus.

Adoption of Resolution Honoring Cesar Chavez

***Moved (Gomez)\Seconded (Wong)\Passed unanimously to adopt the Resolution honoring Cesar Chavez. The resolution will be forwarded to Mr. Chavez' family and the meeting will be adjourned in his honor.

Director Lee reported that Gloria Davis was sworn in as a new Commissioner for the Human Rights Commission on May 12, 1993. Ms. Davis is replacing Commissioner Lawrence Martin. She was not able to attend tonight's meeting because she is out of town but anticipates attending the meeting scheduled for May 27.

Report correcting affidavits filed 4/28/93 with Judge Thelton Henderson.

Director Lee reported on the Temporary Restraining Order (TRO) filed by the African American Contractors of San Francisco. The request for the TRO was denied by the Judge. Director Lee reported that at the hearing for the TRO, there were several testimonies which gave misinformation to the Judge. Director Lee stated that the lawyer representing the African American Contractors had stated that the Contractors did not get "a dollar" from City contracts. The Director presented a document to the Commissioners outlining the contracts awarded to those African American Contractors filing the TRO. Director Lee explained that the record shows that the African American contractors who filed the TRO had been awarded a total of $5,320,885 for fiscal years 91-92 and 92-93. The figure is higher for all African American contractors; however, this list only reflects the awards granted to those that filed the lawsuit. Mr. Lee asked the Commissioners' approval to forward this information to the Court.

Speakers

Mr. Willie Ratcliffe, Mr. Chris Albert and Mr. Charlie Walker stated that although there were some awards to the African American contractors, they did not receive what they believed to be their fair share. According to Mr. Ratcliffe, the amount described in the letter is 'peanuts' compared to millions of dollars awarded to all contractors. They expressed concern about the length of time a bonding program is taking to become effective.

Mr. Ace Washington commended Director Lee and the HRC staff for the efforts and support they are providing to implement programs to help African American truckers.

***Moved (Jaber)\Seconded (Abrahamson)\Passed unanimously to forward the letter correcting misinformation given to the Court regarding the contracts awarded to the African American contractors who filed the TRO.

Bonding Report

Director Lee stated that the Task Force formed to expedite the bonding process for African American contractors has met repeatedly in order to expedite and come up with a solution for bonding. Performance Financial Services (PFS) is a firm from West Virginia that had been proposed by the Task Force as a bonding surety company. Using PFS, the City would be required to set aside 5% of a bond. Identifying this amount of money does not seem possible because of the City's dire financial situation and the defeat of the Economic Stimulus Legislation proposed by President Clinton. Through the efforts of the Task Force, another company was identified. The firm, Cumbre, Inc. is based in Los Angeles and has been working with the City of Oakland. Director Lee stated that Cumbre is willing to bond contractors for the Bayview Police Station Renovation project and will be available to process applications. Director Lee explained that the Bayview Police Station bid deadline has been rescheduled to **Wednesday, June 2, 1993.** Director Lee introduced Mr. David Castillo, a representative of Cumbre, Inc. to speak to the Commissioners.

Mr. Castillo, stated that his company has been in business for over 10 years in banking and bonding in Southern California. He described Cumbre's Bonding Assistance Program (BAP). The BAP is to aid small, minority and women owned contractors in securing the required bonds for construction projects. It will assist DBE's (Disadvantaged Business Enterprises) in establishing a working relationship with a surety company. It will help to develop a bonding track record which will enable the DBE to obtain bonds without BAP assistance. The proposal from Cumbre was distributed to the contractors present at the meeting who were invited to submit their applications. Mr. Castillo explained that a bonding firm should be contracted with on a job-to-job basis and should not expect to receive an exclusive contract. His firm is willing to be qualified on a case to case basis according to their performance. According to Mr. Castillo, the City should be leery of a company who asks for an exclusive contract.

COMMITTEE REPORTS

Employment Committee

Commissioner Kai stated that the Committee's Vice-Chair Commissioner Sharon Gadberry, has become the Chair of the Employment Committee as a result of Commissioner Martin leaving the Commission. Ms. Kai called upon Commissioner Gadberry for the report.

Commissioner Gadberry said that, before her report, she would like to commend the HRC staff and Director Lee for their work. She asked that a resolution be written for the May 27th meeting.

***Moved (Gadberry)\Seconded (Lumpkin)\Passed unanimously to submit a Resolution on May 27 commending Director Lee and HRC staff.

San Francisco Fire Department's Affirmative Action Program Presentation.

Ms. Viki Macklin from the San Francisco Fire Department (SFFD) presented the Commission with an overview of their Affirmative Action Program. She highlighted the employment problems in the department, summarized the Consent Decree, focused on the department's efforts to address the problems., pinpointed areas where there are continuing problems and areas where the department needs assistance. She stated that the SFFD adopted a Consent Decree program in May of 1985 because of allege employment discrimination against women and minority. The program called for examinations to be scheduled every two years; recruitment of minorities and women; and job related examinations. All applicants must be San Francisco residents. One of the goals is to hire 500 employees a year, 10% of these employees must be women and half of these women must be women of color.

Speakers

Answering questions from Bernie F. Lee, Asian Firefighters Association, Cpt. Fred Sanchez (SFFD), and Ms. Macklin reported that the Battalion Chief's position are non-Civil Service temporary appointments. When the Chief freed fifteen non-civil service temporary appointments, it allowed permanent appointments to Captains and Lieutenants.

1993 Summer Youth Employment and Training Program.

Mr. Gary Quizon presented the Community Education Services's Summer Job program, funded by the Private Industry Council (PIC) via federal funds. Youth work 20 hours a week and earn $4.25 an hour. CES Program is based for youths in the North Beach, and Chinatown area. Youths who live in other part of the City are referred to other agencies responsible for that area. Another program is during the school year program. This program is funded through the Office of Community Development, and the Mayor's Youth Program, students work two hours a day four days a week and attend workshops on Mondays.

City Departments Affirmative Action Plans: Department of City Planning and the District Attorney's Office.

***Moved (Gadberry)\Seconded (Peay-Wainwright)\Passed unanimously to approval the Affirmative Action Plans for the Department of City Planning and the District Attorney's Office.

***Moved (Gadberry)\Seconded (Lazam)\Passed unanimously to accept the report of the Employment Committee.

Issues Committee

Commissioner Peay-Wainwright reported that four new members attended the last Issues Committee. A new member, Mr. Antonio Gonzalez the U.N. Liaison for the International Indian Treaty Council who has done a good deal of work with Nelson Mandela and many indigenous groups through the U.N. He donated a picture of the 1992 Nobel Peace Prize winner, Rigoberta Menchu to the HRC office.

Staff member Don Hesse presented a policy opposing anti-immigrant activity. Mr. Hesse stated that, in view of the fact that there is a lot of legislative activity in Sacramento currently regarding anti-immigrant activity, the Human Rights Commission through the Issues Committee, should implement a general policy statement addressing issues involving the "bashing" of immigrants.

**Moved (Peay-Wainwright)\Seconded (Wong)\Passed unanimously to accept the Policy Opposing Anti-Immigrant Activity, with the following changes from Commissioner Kai; second Resolved, third line, correct the typographical error; and first Resolved, first paragraph, to be more strongly stated that "the Commission expresses its strong support for there is evidence that show immigrants have actually benefitted the U.S. economy".

Commissioner Peay-Wainwright thanked staff member Don Hesse for his direct support with the Committee, and said that Mr. Hesse had the Policy ready for the Committee's review and discussion.

Mr. Hesse stated that Mr. Brandy Moore from the Housing Authority attended the Issues Committee meeting regarding the diversification of Housing Authority tenants. Mr. Moore will further report to the Commission at a later date.

***Moved (Peay-Wainwright)\Seconded (Jaber)\Passed unanimously to adopt the report of the Issues Committee.

Lesbian/Gay/Bisexual Advisory Committee

Commissioner Jeanette Lazam, Committee Chair, stated that the March on Washington report will be moved to the next Commission meeting of May 27.

Approval of a letter to President Bill Clinton addressing the issue of Haitian Refugees with HIV being held at Guantanamo Bay, Cuba.

Staff member Larry Brinkin stated that, although Congress has approved the continuation of a policy barring people with HIV from immigrating to the U.S., President Clinton and H.H. Secretary Shalala have the power to grant waivers. The Committee is asking for approval to send a letter to President Clinton requesting waivers for Haitians with HIV who are being detained in Guantanamo Bay, Cuba, in prisons described as "concentration camps". Some of the imprisoned Haitians have families in San Francisco and there are several children among these 250 people.

Commissioner Gadberry supported the sentiments of the letter but questioned the Commission's involvement in international issues. Commissioners Kai, Lazam, Lumpkin and Wong urged the adoption of the letter, saying occasional statements on emergency issues are appropriate.

***Moved (Lazam)\Seconded (Peay-Wainwright)\Passed unanimously to send the letter to President Clinton, urging immigration waivers for the 250 Haitian people being detained at Guantanamo Bay, Cuba.

MBE/WBE/LBE Advisory Committee

Commissioner Mary Gomez Daddio, Committee Vice Chair, introduced Staff member Zula Jones to present the Report on Truckers.

Ms. Jones reported that she had been given the assignment of looking at the trucking issue as it relates to the MBE/WBE/LBE Ordinance. At previous meetings, truckers had reported their concerns in receiving contract awards. Through investigations conducted by the staff., the recommendations are as follows:

1. Amend Chapter 12D, section 12D.6 Powers and Duties of the Commission and Director.

2. Amend existing HRC Affirmative Action program known as "HRC Attachment 1 Human Rights Commission Requirements For Construction Contracts", i.e. include language that guarantees a minimum percent of trucking work for local MBE/WBE Truckers/Brokers.

3. The Human Rights Commission to endorse and support MBE/WBE efforts in securing a dump site location within the San Francisco Bay Area. Ms. Jones pointed out that Director Lee has been working with the Truckers and a Dump-site Sub Committee

to secure a dump site.

4. The Human Rights Commission to provide outreach assistance to the truckers for hazardous material training. Ms. Jones stated that most of the hauling done by truckers is of hazardous material. The truckers need to be certified by Cal-OSHA by taking a 40 hour training. She has been in touch with an agency in Washington, DC, the National Minority Contractors Association, which provides training for minority contractors at $100/person. This fee will be refunded once the training is completed; however, the classes are not scheduled in San Francisco until possibly the end of June. It is funded through EPA by a grant to do these types of training.

Director Lee thanked Ms. Jones for the excellent report and stated that the report should be accepted as an informational report for referral to the MBE/WBE/LBE Advisory Committee. Review of proposed amendments of Chapter 12D will be handled through the City Attorney's Office.

Speakers

Mr. Willie Walker stated that the report calling for a dump-site is an excellent idea that has been badly needed for many years. Truckers drive through Bayview-Hunters Point to reach the dump site outside the City limits. However, there are no African Americans that can dump waste there.

Mr. Ace Washington stated that, as a Truckers consultant, he initiated meetings with the Human Rights Commission and has been working closely with Director Lee. A sub-committee has been formed and different locations are being studied for a possible dump site. He is concerned, however, that the hazardous material training funds that Ms. La Vaughan Moore is seeking to obtain, is encountering hurdles.

Mr. Willie Radcliffe spoke as a general contractor. He stated that he can fulfill his minority subcontracting goal without using any trucking business; however, he asked that truckers and contractors work together without placing blame on each other.

Ms. La Vaughan Moore presented a proposal for a Hazardous Material training program for 15 African American truckers. She has been involved with the trucking meetings since their beginning. Ms. Moore stated that, after an 11 million dollar job was awarded to a trucking firm out of Byron, California, she decided to help all minority truckers acquire a Hazardous Material certification. She began her inquiry with Mr. Mullenick from the Department of Public Works who advised her that there will be approximately 20 or more jobs that require HAZ/MAT. A local school can accommodate a 56 hour training classes for truckers. After this training the driver will receive two certificates. The HAZ/MAT Certificate and the DOT Certificate (Department of Transportation).

Truckers will also receive necessary the textbook information, equipment, monitors, in short, everything needed. This course is very reputable and a little longer than 40 hours. It also costs more, however, the training is complete. This certificates will strengthen her position as a broker to place bids and receive awards. In order to have the same leverage as the general contractor, truckers need the equipment. She had sent the proposal to the person in charge of approving funds at the Bayview Hunters Point Foundation, and has not received an answer from him. She asked Director Lee for his support, who in turn asked Larry Del Carlo, Director of the Mayor's Office of Community Development. The HAZ/MAT training program will accommodate the truckers for four Saturdays. Another issue from the truckers meeting was to separate the minority truckers from the statistics for all MBEs. The truckers should be treated as a separate entity.

Commissioner Kai stated that the issue of removing truckers from of the African American certified list and placing them under a separate entity is referred to the MBE/WBE/LBE Advisory Committee for further investigation. The issue brought up from Mr. Steve Navarro, Tuntec will also be further discussed at the Advisory Committee.

Mr. Willie Walker stated that he had taken the toxic waste training twice. The general contractors are required to certify the driver and the truck they are using to dump hazardous material. The contractor pay for the training. The teamsters also have an on-going program. The money is available through the contractors, Mr. Walker argued.

Director Lee announced that the next meeting of the truckers is set for Wednesday, May 26, at 5:30 p.m. He specifically invited Mr. Walker to share his expertise. A discussion on the dump-site is on the agenda. HRC Staff and Commission is trying very hard to make a suitable program for the truckers. Director Lee recommended that, in addition to accepting Ms. Jones report, the Commission endorse the program presented by Ms. Moore which was unanimously endorsed by the all the Truckers.

***Moved (Peay-Wainwright)\Seconded (Lumpkin)\Passed unanimously to accept the report for informational purposes and for further consideration at the Commission meeting of May 27,1993.

***Moved (Wong)\Seconded (Daddio)\Passed unanimously to endorse the HAZ/MAT program presented by Ms. La Vaughn Moore.

UNFINISHED BUSINESS

Director Lee presented a document from the City Attorney's Office regarding the Sunshine Ordinance. It will be discussed at the next Commission meeting.

Ms. Starkweather invited everyone to the DPW Fair on Army Street East, Saturday May 22, 1993.

Director Lee stated that Ms. Waller, Mr. Norton and he have been working very hard, in cooperation with the Airport staff, regarding the Airport's billion dollar extension. He commended Pansy Waller for all the work done.

Ms. Waller thanked Mr. Lee; however, she stated that she is getting a very frustrated for being maligned by Mr. Christopher Albert from Willie Electric. He has been permitted to publicly make allegations, he has not brought any charges to the Director or to her personally, but is dragging her good name through several hearings. Ms. Waller stated that she does not show favoritism in implementing this Affirmative Action program. If Mr. Albert continues to malign her good name, Ms. Waller will seek legal advise. She has been employed by the Commission since 1982. Ms. Waller believed that she was assigned to the Airport at the worst of times, she has been a trouble shooter, and that she has been able to achieve and receive the respect of the Airport staff.

Commissioner Kai commented on the report submitted to the Commission regarding the Jezak contract. There has been tremendous amount of work was done and that the investigation was carefully done, Commissioner Kai observed.

Commissioner Jaber stated that, as a member of the Commission since 1988, she is very aware of the "turn around" job that Ms. Waller has done at the Airport. Commissioner Jaber assured her of the Commission's respect for her work.

Ms. La Vaughn Moore thanked the Commission for hearing the issues and stated that, regardless of other remarks, she is aware of the good job that the Commission staff is doing and wanted to commend them.

Mr. James Fields stated that when people from the public make such slanderous remarks, the Commission and staff should be armed with the facts. In the case of Mr. Albert, he failed to pay prevailing wages and this is why the contract was not awarded. The facts should be addressed to answer his allegations.

NEW BUSINESS

No new business was reported.

CALENDAR MATTERS

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, June 3, 1993 2:00 p.m.
ISSUES	Thursday, June 3, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Saturday, May 15, 1993 10:00 A.M.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, May 20, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, May 20, 1993 3:30 p.m.

The Commission went into Executive Session to confer regarding pending litigation, pursuant to Government code 54956.9 at 8:40 p.m. The Executive session began at 8:55 p.m. and ended at 9:52 p.m.

ADJOURNMENT

The Commission meeting was adjourned at 9:52 p.m. in memory of Cesar Chavez after a minute of silence.

Respectfully Submitted

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MAY 27, 1993
4:30 P.M.

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AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of May 13, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Consideration of "Full Service" issues identified at 4/17/93 Planning Session.

   (b) Resolution commending Director Edwin M. Lee and the HRC Staff.

5. REPORT OF THE DIRECTOR

   (a) Adoption of HRC's Revised FY 93-94 General Fund Budget.

   (b) Proposed Sunshine Ordinance.

6. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Katheryn M. Fong, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Recommendation to Adopt Resolution Endorsing Proposal for Hazardous Materials Training for San Francisco Minority and Women Owner/Operator Trucking Firms.

   (2) Request for Letter and Certificate of Commendation to the Airports Commission and Jason Yuen for Their Assistance in Increasing Contracting Opportunities for Minority and Women owned Business Enterprises.

(3) Recommendation to Support Measures to Facilitate Joint Associations Ability to Meet the City's Contracting Requirements Related to Insurance, Federal Identification Numbers, and Tax Certificates.

(4) Recommendation to Adopt Staff Recommendations Regarding Truckers:

1. To ask HRC staff to gather and review contract award participation data regarding truckers in order to examine and verify the need to amend the MBE/WBE/LBE Ordinance, and/or its Rules and Regulations and HRC bid attachments as appropriate, to empower the Director to establish trade specific goals and/or to guarantee a minimum percentage of trucking contract dollars awarded to MBE/WBE local truckers.

2. That the HRC endorse and support MBE/WBE efforts in securing dump site locations within the San Francisco Bay Area.

3. That the HRC provide outreach assistance to local MBE/WBE truckers for hazardous materials training.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, June 17, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) March on Washington

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, June 15, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee
Commissioner Sharon Gadberry, Chair
Frank Anderson, Committee Staff

(1) Progress report on new Sheriff's Facility Project 7062, Period ending January 31, 1993: Kevin Williams, HRC Contract Compliance Officer

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 3, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Eugene Lumpkin, Jr. Vice Chair
Gail P. Roberts, Committee Staff

(1) Adoption of recommended changes to SFUSD 93-94 Student Handbook.

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 17, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, June 3, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 10, 1993

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, MAY 27, 1993.

NEXT MEETING

DATE: Thursday, June 10, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Chair Karen Kai called the meeting to order at 4:47 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Lucille Abrahamson, Mary Gomez Daddio, Gloria Davis, Katheryn Fong, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Resa Peay-Wainwright, and Lawrence Wong.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Linda Chin, Maria Cordero, James Fields, Cynthia Goldstein, Jacquie Hale, Don Hesse, Nat Mason, Veronica Ng, Dick Norton, Gail P. Roberts, Panetta Scott, Carmen Smith, Mary Gin Starkweather, David Treanor, and Kevin Williams.

Guests

Mr. Scott Emblidge, City Attorney's Office.

APPROVAL OF MINUTES

***Moved (Abrahamson)\Seconded (Wong)\Passed unanimously to adopt the minutes of the regular Commission meeting of May 13, 1993.

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Kai welcomed newly appointed Commissioner Gloria R. Davis to the Human Rights Commission meeting. Commissioner Kai announced that, because of Gloria Davis' years of expertise and her involvement with youth and education issues in San Francisco, she has appointed Commissioner Davis as Vice-Chair of the Youth and Education Committee. Commissioner Lumpkin will be the new Vice-Chair of the Employment Committee.

Consideration of the "Full Service" issues identified at 4/17/93 Planning Session. Commissioner Kai stated that because of the City's budget situation, she will wait for the final outcome and discuss full service issues at a later meeting.

Resolution commending Director Edwin M. Lee and the HRC Staff

WHEREAS, the Minority/Women/Locally owned Business Enterprise Program 1991-1992 Progress Report revealed that the actual contract dollars awarded to MBEs/WBEs increased by over $12 million from 1990-91 to 1991-92;

WHEREAS, for the first quarter of Fiscal Year 1992-93, nearly $19 million was awarded to certified MBEs and nearly $10 million to certified WBEs; and

WHEREAS, the subcontracting accomplishments for the Moscone Center Expansion Project exceeded the MBE goal by seven fold and the WBE goal by nearly three fold and the aggregate employment participation for this project was 47.28% minorities and 4.64% women; and

WHEREAS, the Human Rights Commission received positive testimony as to the efforts made by the Director and the HRC staff on behalf of local minority truckers to promote their utilization on City construction contracts; and

WHEREAS, the aggregate employment participation on the new Sheriff's Facility construction project was 56% minorities and 8.3% women for the latest reporting period; and

WHEREAS, the Coalition for African American Parity, with HRC staff support, has issued its comprehensive report: "The Unfinished Agenda", analyzing the economic status of San Francisco African American community;

WHEREAS, HRC staff has expanded its "behind the scenes" efforts to resolve intergroup tensions and to assist governmental agencies to benefit from the cultural diversity of its staff and those it serves;

WHEREAS, the Lesbian/Gay/HIV Unit, despite the loss of the Unit's Coordinator in January, 1993 and because of the perseverance of its staff, is competently handling a case load of 63 discrimination complaints while carrying out its responsibilities to staff the advisory committee and to address community issues

WHEREAS, MBE and WBE participation in Airport expansion contracts is anticipated to reach unprecedented levels due to the tireless work of HRC staff and the cooperation of Airport staff;

WHEREAS, the Commission has received impressive testimony as to the work of the Director and the HRC staff to promote minority and women owned businesses utilization and minorities and women in employment; to investigate and mediate complaints of discrimination; to reduce intergroup tensions; to promote fairness in housing; and to respond rapidly and creatively.

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission commends its Director, Edwin M. Lee, and the HRC staff for their effective, innovative, and sustained enforcement of the MBE/WBE/LBE Ordinance, resulting in substantial improvement in the dollar amount and percentage of contract dollars awarded to MBEs and WBEs; and

FURTHER, BE IT RESOLVED, that the members of the Human Rights Commission hereby publicly commend the Director and the HRC staff for the progress made during the past two years in achieving the goals of the Commission.

***Moved (Jaber)\Seconded (Gadberry) passed unanimously to approve the resolution commending Director Edwin M. Lee and the HRC Staff.

REPORT OF THE DIRECTOR

Director Lee thanked the Commissioners for their resolution commending the HRC staff. He asked that the Commissioners consider sending a letter commending the appointment of Roberta Achtenberg to HUD after the very trying confirmation process. Commissioner Gadberry asked that the Resolution commending Director Lee and Staff be send out to the Board of Supervisors, the Mayor, and others.

FY 93-94 General Fund Budget.

Director Lee reported that because of solid cooperation with the Mayor's Budget office,as of tomorrow, May 28th, he does not foresee any layoffs. Mr. Lee stated that HRC's budget has been able to be worked out through the work order support between the HRC and the other City departments; however, he cannot anticipate what will happened in the following weeks. Director Lee stated that HUD works very closely with the

Human Rights Commission in providing work orders for the Housing Discrimination Unit, Safety in Public Housing, etc.

Sunshine Ordinance

Director Lee reported that there will be a meeting regarding the impact of implementing the Sunshine Ordinance. District Attorney Scott Emblidge stated that since Ms. Achtenberg was the sponsor of this legislation and she was appointed Assistant Secretary for Fair Housing and Equal Opportunity of the Department of Housing and Urban Development, there may be delays in the hearings on this proposed ordinance.

COMMITTEE REPORTS

MBE/WBE/LBE Advisory Committee

Commissioner Katheryn Fong presented the following resolution for adoption:

(1) Recommendation to Adopt Resolution Endorsing Proposal for Hazardous Materials Training for San Francisco Minority and Women Owner/Operator Trucking Firms.

WHEREAS, the role of the Human Rights Commission is to identify and advocate for increasing opportunities for woman-owned and minority-owned business in the performance of City services; and

WHEREAS, the City is embarking on several significant and gigantic public construction projects, eg. the New Main Library, Seismic Reinforcement of the Legion of Honor, City Hall, a new Courthouse, and the $2.4 billion Airport Expansion projects; and

WHEREAS, City Planning Commission and the Health Commission hearings have indicated the strong possibility that contaminated soils are contained in many of the sites for public construction projects; and

WHEREAS, trucking contracts are usually subcontractors on public works construction projects; and

WHEREAS, only truckers who have graduated from a state and federally approved HAZ/MAT HANDLING/TRANSPORT course are qualified to transport hazardous and contaminated soils and other materials; Therefore, are excluded from any trucking opportunities involving hazardous materials hauling, and

WHEREAS, not one of the HRC certified local minority truckers have completed a HAZ/MAT HANDLING/TRANSPORT course; and

WHEREAS, the $5,000 per student cost of a 56 hour approved HAZ/MAT HANDLING/TRANSPORT course is prohibitively expensive for economically disadvantaged truckers; and

WHEREAS, Ms. La Vaughan Moore of L & J Brokers has developed a proposal for funding for 15 local certified MBE and/or WBE truck owner/operators to enroll in a HAZ/MAT HANDLING/TRANSPORT course, such proposal unanimously endorsed by local truckers at a meeting at HRC in March 1993, and

WHEREAS, immediate action is required because large City construction projects are already underway, which may require the hauling of hazardous material;

NOW, THEREFORE, IT BE RESOLVED, that the Human Rights Commission urges serious consideration by funding sources, in particular, the Mayor's Office of Community Development, of L & J Brokers' proposals for HAZ/MAT HANDLING/TRANSPORT training,

FURTHER BE IT RESOLVED, that the Commission commends L & J Brokers for its innovative efforts to create and offer an approved program for local truckers.

***Moved (Fong)\Seconded (Abrahamson) passed unanimously to adopt the resolution supporting the hazardous material training for trucking.

(2) Request for Letter and Certificate of Commendation to the Airports Commission and Jason Yuen for Their Assistance in Increasing Contracting Opportunities for Minority and Women owned Business Enterprise.

Commissioner Fong presented the letter regarding commending the Airports Commission and Jason Yuen for assisting the HRC in increasing contracting opportunities for minority and women owned business enterprise.

Commission Chair Kai inquired about the Certificate; Ms. Hale stated that there is a standard certificate that will be sent to Mr. Yuen.

***Moved (Davis)\Seconded (Jaber)\passed unanimously to approve the letter and certificate commending the Airports Commission and Mr. Jason Yuen.

Commissioner Fong reported that the Committee had supported the recommendations of several of its members which would facilitate the formation of joint associations involving MBEs/WBEs. Members agreed that joint association members would form private agreements specifying which member would be on file with the City regarding its federal taxpayer identification number, that each member of the association would obtain insurance to cover its own work in the association on each project, that each

association member would maintain current tax registration certificates with the City, and that such agreements could specify which association member would receive payment from the City, as well as the schedule and notification of payments to the other joint association member(s). Violation of such agreements might be determined to include non-compliance with the MBE/WBE/LBE Ordinance, as applicable.

Regarding truckers, the MBE/WBE Committee proposed the following amendments to the staff recommendation:

1) To ask HRC staff to gather and review contract award participation data regarding truckers in order to examine and verify the need to amend the MBE/WBE/LBE Ordinance, and/or its Rules and Regulations and HRC bid attachments as appropriate, to empower the Director to establish trade-specific goals and/or to guarantee a minimum percentage of trucking contract dollars awarded to MBE/WBE local truckers.

2) That the HRC endorse and support MBE/WBE efforts in securing dump site locations within the San Francisco Bay Area; and

3) That the HRC provide outreach assistance to local MBE/WBE truckers for hazardous material training.

***Moved (Fong)\Seconded (Lazam)\passed unanimously to accept the Committee's recommendations regarding the staff recommendations about truckers.

***Moved (Fong)\Seconded (Abrahamson)\passed unanimously to accept the Committee's report.

Lesbian/Gay/Bisexual Advisory Committee

Commissioner Lazam introduced Staff member Cynthia Goldstein. Ms. Goldstein introduced Ms. Rachel Meny, new intern for the Lesbian/Gay and AIDS/HIV Unit. Ms. Goldstein reported that the Advisory Committee met Saturday, May 17, 1993 in an all day planning session to discuss the key issues for the coming year. All seven of the new members of the Committee attended as well as most of the continuing members. Committee member Gloria Soliz facilitated the meeting. The Committee agreed to select three issues on which to focus their energy in the coming year. These issues are: 1) Discrimination against the Transgender community, 2) Racism within the Lesbian/Gay/Bisexual Community, and 3) Issues of Bisexuality and Biphobia.

Answering a question from Commissioner Kai, Commissioner Lazam stated that a written report will be given to the Commission regarding the March on Washington.

White, EEO/AA Coordinator for the Sheriff's facility.

***Moved (Gadberry)\Seconded (Lazam)\passed unanimously to accept the report of the Employment Committee.

Youth and Education Committee

Commissioner Abrahamson stated that the Youth and Education meeting of Thursday, May 20, 1993 was very productive and extremely well attended. Thirty-nine people were in attendance, nearly half of them were students. Three new members were present; Peter Ashe of Recreation and Park; Laura Pinkney of the Mayor's Office of Children, Youth and their Families; and Javier Everett Middle School student. The Committee reviewed the current data re: "Disparate Representation of African American Students". The Committee focused on intergroup tensions/cultural diversity in middle schools. The Committee established a task force which includes youth to identify and promote balanced media coverage of youth and educational issues. Helen Luey, incoming President of San Francisco PTA, raised the issue of Proposition A, on the June ballot, and urged support for this funding method for public education. Superintendent Rojas has been invited to the June 17th meeting of the Committee.

RECOMMENDED CHANGES TO STUDENT HANDBOOK

The HRC's Youth and Education Committee has been very much involved with the San Francisco Unified School District's Student Handbook since the first Students Rights and Responsibilities Manual was initiated many years ago. Changes recommended by the Youth and Education Committee, through the Commission, were incorporated into the 1992-1993 Handbook.

According to the Superintendent's preamble in the 1992-1993 Handbook, "The primary purpose of this handbook is to identify standards of behavior and expectations which are uniformly established by ... on student responsibilities, school rules, and parental notification and involvement." The Student Handbook is addressed to "Parents and Guardians". The Handbook has at least three audiences: 1. school administrators and teachers, 2. parents, and 3. students.

After meeting with students and parents, the Youth and Education Committee reached the conclusion that the primary purpose of identifying standards of behavior and expectations would be most effectively served by bifurcating the Handbook as follows:

1. The full School Handbook, based on the current Student Handbook, would be available on site, given to students who are suspended or subject to expulsion, and available upon request.

2. To inform parents and students of standards and expectations, issue in the number and languages currently used for the Student Handbook a "user friendly" ten page or less document which identifies both student and parental rights and responsibilities. By substantially reducing the size of the Handbook to be mass produced and translated, the School District would save money.

The Human Rights Commission is of the opinion that, by issuing an abbreviated readable document for parents and students, the District substantially increases the likelihood that students and parents will understand the District's standards of behavior and expectations and may comply to a greater extent. Gail Roberts prepared prototypes of the recommended student and parental rights and responsibilities document.

1. Page 19, DRESS/APPEARANCE STANDARDS states: "The school shall be concerned only when these are extreme and could cause school distraction or disruption or be unsafe." Add to this section "That alternative schools may adopt more stringent dress standards and these will be communicated to parents and students upon enrollment."

2. Page 27 of the Handbook defines Sexual Harassment; however, a complaint procedure, such as on Page 3 for Non-Discrimination for Students and Employees, is not specified. Because the right to complain is part of student rights, specify that "complaints lodged by students should be directed to the school principal for a thorough investigation and will be treated strictly confidentially; however, the student is encouraged to discuss the incident of sexual harassment with a staff person of his/her own choosing, in confidence, prior to a formal complaint being filed with the principal.

***Moved (Abrahamson)\Seconded (Davis) passed unanimously to adopt the recommended changes for the 93-94 Student Handbook.

***Moved (Abrahamson)\Seconded (Gadberry) passed unanimously to accept report of the Youth and Education Committee.

UNFINISHED BUSINESS

Commissioner Jaber announced that Commissioner Peay-Wainwright was graduating from the CORO Foundation on Thursday, June 3, 1993 at 5:30 p.m., at the Board of Supervisors Chambers.

Commissioner Fong asked that the letters received from the public commending the staff be put into a portfolio and sent with a cover letter from Commissioner Kai to Mayor Jordan and the Board of Supervisors. Commissioner Jaber added that the Commission's

resolution commending the staff be attached to this package.

***Moved (Fong)\Seconded (Jaber) unanimously approved to forward a portfolio of letters and the resolution commending the staff to the Mayor and the Board of Supervisors.

NEW BUSINESS

Director Lee reported that, due to anticipated lay-offs, Commissioner Gadberry has been working with Mr. Wendell Pryor, General Manager of the Civil Service Commission, and Ann Goodfree of the Human Resources Department, to develop a proposal of transition, and re-hiring, etc.

Commissioner Jaber stated that HRC is mediating and facilitating meetings regarding the Police Department's "Spy Case". Director Lee reported that the meeting is between the Arab American Association and the Jewish American Association; however, other groups are being asked to participate. Commissioner Jaber thanked Director Lee and Don Hesse their efforts.

PUBLIC COMMENTS

Mr. Harold James observed that Mr. Williams was wrongly accused of taking "kick-backs" in 1990. Mr. James believed that Mr. Williams was cleared of all charges. Mr. James requested a public apology for Mr. Williams' inconvenience and harassment.

Mr. Willie Radcliffe, thanked the Commission and HRC staff for their support on bonding efforts; however, he believes that the money is available for bonding through the Redevelopment Agency. Mr. Radcliffe is of the opinion that the only program that will work is being offered by Performance Financial Services. Mr. Radcliffe asked that the Human Rights Commission to locate the $500,000 bonding money needed for this program.

Ms. Mary Radcliffe supported Kevin Williams' being reinstated at the Airport. Regarding bonding, Ms. Radcliffe stated that 5% reserve fund bonding is needed. The program she favors is that offered by Performance Financial Services. Ms. Radcliffe urged the Commission to help fund bonding because the Bayview Police Station project is scheduled for bid opening on June 2. African American contractors should be allowed to participate, Ms. Radcliffe argued.

Mr. August Sanford: Mr. Sanford related that he has lived in the Bayview District all of his life. The Bayview Police Station construction project is a great opportunity to hire people in the neighborhood, including hiring youth who are presently out of work and on the streets. The bonding is greatly needed, Mr. Sanford urged.

Commissioner Kai stated that the HRC does not control the Bayview Police Station project. The Department of Public Works and the Police Department are in charge of this particular project.

Answering a question from Commissioner Wong, Director Lee stated that Cumbre, Inc. is interviewing contractors for bonding for this project.

Ms. Radcliffe is of the opinion that Cumbre, Inc. will not meet the needs of the African American contractors. According to Ms. Radcliffe, Cumbre, Inc. looks at the contractor's financial status, while Performance Finance Services looks at the ability of the owner, the City and County of San Francisco, to pay.

Commissioner Davis, who represents a law firm that has negotiated sizable amounts of monies to finance community development programs, asked the Commission to monitor banks. According to Commissioner Davis, there is an excess of about 10 billion dollars in this pool of money and the Commission must make sure that this money is being made available to minorities in need.

Director Lee related that, in the past few months, he has been making efforts to access available monies from financial institutions. Kevin Williams is in charge of this project and he is following up with the requested information.

Mr. Gregory Richardson observed that, according to the MBE/WBE reports African American companies have received less than Asians, and Latino firms. Mr. Richardson was of the opinion that African Americans should receive more than any other groups because African Americans were the ones who fought for equality.

Mr. Freddie Carter stated that he had an interviewed with Cumbre, Inc. Mr. Carter was of the opinion that Cumbre could not help his company. According to Mr. Carter, Cumbre is requesting large amounts of money for bonding which his firm does not have. The City has to fund a bonding a program for African Americans contractors.

Mr. Ace Washington stated that he hopes that when the lay offs occurs they would be done fairly and African Americans will not be unfairly targeted. Mr. Washington was of the opinion that some in the African American community have their own hidden agendas. Mr. Washington stated that there are some new programs being instituted by the HRC. One example is the last Truckers meeting of May 12 which was very successful. The identification of several dump-site is on its way.

Mr. Ernie Merriweather, spoke in support of Kevin Williams, and related his personal experience.

Ms. Pamela King described a telephone conversation which she said that she had

overheard.

Mr. Charlie Walker observed that the bonding program will not work for African American contractors.

CALENDAR MATTERS

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, June 3, 1993 2:00 p.m.
ISSUES	Thursday, June 3, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, June, 15, 1993 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, June 17, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, June 17, 1993 3:30 p.m.

ADJOURNMENT

The Commission meeting was adjourned at 6:35 p.m.

Respectfully Submitted

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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EMERGENCY MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 3, 1993
4:00 P.M.

25 VAN NESS AVENUE
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Accessible MUNI Metro station in the Van Ness Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
Please refrain from wearing perfume or other scented products.
To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria Davis
Commissioner Katheryn Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. **ROLL CALL**

2. **93/94 Budget - General Fund Deductions**

3. **ADJOURNMENT**

**NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT EMERGENCY MEETING: TUESDAY, JUNE 8, 1993

HUMAN RIGHTS COMMISSION

June 3, 1993

The Minutes of this meeting are missing.

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Office of Minority/Women Business Enterprise
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Edwin M. Lee
Director

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CITY AND COUNTY OF SAN FRANCISCO

TUESDAY, JUNE 8, 1993
3:00 P.M.

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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria Davis
Commissioner Katheryn Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

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ORDER OF BUSINESS

1. **ROLL CALL**

2. **93/94 Budget - General Fund Deductions**

3. **ADJOURNMENT**

**NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 10, 1993

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MINUTES OF THE COMMISSION EMERGENCY MEETING OF TUESDAY, JUNE 8, 1993.

NEXT MEETING

DATE: Thursday, June 10, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Chair Karen Kai called the meeting to order at 3:10 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Lucille Abrahamson, Mary Gomez Daddio, Gloria Davis, Sharon Gadberry, Jeanette Lazam, and Lawrence Wong.

Excused: Katheryn Fong, May Jaber, Eugene Lumpkin, Jr. and Resa Peay-Wainwright.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Maria Cordero, James Fields, Cynthia Goldstein, Jacquie Hale, Don Hesse, Nat Mason, Veronica Ng, Dick Norton, Gail P. Roberts, Panetta Scott, Carmen Smith, Mary Gin Starkweather, David Treanor, and Gary Wong.

93-94 Budget - General Fund Deductions

Commissioner Kai reported that she and Commissioners Jaber, Lumpkin, Lazam, Director Lee and David Treanor met with Deputy Mayors Jim Lazarus, and Jim Wunderman, Theresa Serata and Derek Chu of the Mayor's Office the morning of June 8. Commissioner Kai expressed that they were able to make it known to the Mayor's Office that the HRC had taken a 35.4% budget cut which was the largest budget cut after

the City Attorney's Office. It also was brought to their attention that the number of staff members reflected in their budget was 51, when, in fact, there are 28 staff members. According to Commissioner Kai, Mr. Lazarus responded with shock that the disparity was 23; however, Ms. Serata responded very "defensive" and believed her numbers to be correct and that the staff members were somewhere at the HRC. Mr. Wunderman responded that the list will be checked and compared with the Mayor's budget office figures.

David Treanor stated that he had called Derek Chu to follow up after the meeting. Information about the number of staff has been submitted to the Mayor's Office several times; however, he had been requested, again, to submit it in a different format and he submitted it the following day.

Director Lee stated that Mr. Wunderman recognized that the HRC had taken the biggest budget cut and assured those present that it was not intentional. He also asked Mr. Chu how the 51 figure was arrived at and Mr. Chu was unable to answer him; however, a total of 15 Commissioners are included in the budget. The budget office is working under the assumption of the HRC having 51 funded, working staff people. The reality of the situation is that there are 28 funded, working staff people and 8 of them would have to be laid off.

Commissioner Lazam reported that the Commissioners and staff made it very clear to the Mayor's budget staff that they were using archaic figures that have negatively impacted the HRC much more severely than any other department.

Commissioner Kai stated that the Asian Art Museum have a total of 23 Commissioners; however, their staff figure only reflect 18, thus not all departments have their Commissioners included in the budget.

Answering a question from Commissioner Abrahamson, Director Lee stated that a compromise could be the $270,000 original budget cut that the HRC was able to absorb without layoffs. The half a million dollar budget cut is not acceptable. The HRC cannot take an eight person layoff.

Commissioner Lazam thanked Commissioner Jaber for her work in facilitating the meeting with the Mayor's budget office; she "maneuver through the ranks and was able to get a meeting scheduled very quickly."

Answering a question from Commissioner Davis, Director Lee stated that four positions were eliminated by the Mayor's Office. Four additional positions would have to be laid off. These total eight staff members that have to be laid off if no budget changes are made. The layoff is to be done according to seniority in their particular classification.

Many of the staff would be able to "bump" down to the position of HRC Representative because of seniority in that class; therefore, layoff notices would be given to those people at the bottom of the list. Director Lee stated that notices should have gone out already; however, he was waiting to be more certain in regard to the budget. Civil Service is considering permitting similar classification bumping rights. This means that jobs that are not necessarily under the same classification number, but are similar in nature, can be used for City-wide bumping.

Anwering a question from Commissioner Gadberry, Director Lee stated that if the SEIU is overturned by an eight (8) vote approval of the Board of Supervisors, the City will have more money to disburse to City departments.

ADJOURNMENT

The Commission meeting was adjourned at 3:55 p.m.

Respectfully Submitted

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 10, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
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REVISED AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of May 27, 1993.

   (b) Special meeting of June 3, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) HRC's Fiscal Year 93-94 General Fund Budget.

   (b) Adoption of Letter Commending Roberta Achtenberg on her appointment.

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Sharon Gadberry, Chair
   Commissioner Eugene Lumpkin, Jr., Vice Chair
   Frank Anderson, Committee Staff

   (1) Committee report.

   (2) HR 966 - The Unremunerated Work Act of 1993: Request for support/endorsement.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, July 1, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

   (b) Issues Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner May P. Jaber, Vice Chair
   Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, July 1, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, June 15, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, June 17, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Gloria R. Davis, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 17, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. EXECUTIVE SESSION

NOTE: The closed session is called to confer regarding pending litigation and personnel matters, pursuant to Government Code 54956.9.

12. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 24, 1993

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JUNE 10, 1993.

NEXT MEETING

DATE: Thursday, June 24, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Chair Karen Kai called the meeting to order at 4:45 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Lucille Abrahamson, Gloria Davis, Katheryn Fong, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Resa Peay-Wainwright, and Lawrence Wong.

Excused: Mary Gomez-Daddio.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Linda Chin, Maria Cordero, James Fields, Cynthia Goldstein, Jacquie Hale, Don Hesse, Nat Mason, Veronica Ng, Dick Norton, Gail P. Roberts, Panetta Scott, Carmen Smith, Mary Gin Starkweather, David Treanor, Kevin Williams, and Gary Wong.

Guests

Kyle Bourne, Richard Dickson, Scott Emblidge, City Attorneys Office, Wilfred Hall, John Jenkins, Bill Jones, D. Jezak, J. Jezak, Dwight Kinnard, Ernie Merriweather, La Vaughn Moore, N.J. Nat, Loni Nairne, Steve Navarro, Frank Oliver, Kathy Perry, Alex Pitcher, Mary Ratcliff, Willie Ratcliff, Ralph Rogers, Sylvia Salley, Clarence R. Stern, L. Scott, Joel Tate, Charlie Walker, Colleen D. Wood, Olin Webb, Eugene Williams, and Louise Vaughn.

APPROVAL OF MINUTES

***Moved (Abrahamson)\Seconded (Wong)\Passed unanimously to adopt the minutes of the regular Commission meeting of May 27, 1993.

***Moved (Abrahamson)\Seconded (Lazam)\Passed unanimously to adopt the minutes of the June 3, 1993 emergency Commission meeting.

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Kai stated that the budget situation and the staff layoffs at the HRC, has been a priority of the Commission.

Commissioner Gadberry stated that the City Attorney's office laid off approximately 30 people today, according to Commissioner Gadberry; the City Attorney's office has experienced the second largest percentage hit from the budget cut, the first being the HRC, Commissioner Gadberry explained.

REPORT OF THE DIRECTOR

FY 93-94 General Fund Budget.

Director Lee reported that the HRC is faced with a $566,525 budget cut which is the largest percentage cut that any City department has suffered. Several meetings have taken place and there is uncertainty regarding the final budget for the HRC; therefore, Director Lee has held off submitting layoff notices to affected staff until it is absolutely necessary. Layoff notices will be sent Monday, June 14, 1993 unless the Director hears differently from the Mayor's budget office.

Adoption of Letter Commending Roberta Achtenberg on her appointment.

***Moved (Abrahamson)\Seconded (Gadberry) passed unanimously to approve the letter commending Roberta Achtenberg on her appointment as Assistant Secretary for Fair Housing and Equal Opportunity of the Department of Housing and Urban Development.

COMMITTEE REPORTS

Employment Committee

HR 966 - The Unremunerated Work Act of 1993: Request for support/endorsement.

Commissioner Gadberry called upon Frank Anderson for the report. Mr. Anderson explained that HR 966 is part of a campaign to calculate the monetary value of work conducted as baby sitters, housework, and volunteer work, and to be recognized in the gross national product of the United States. Mr. Anderson introduced Ms. Lori Nairne from the International Wages for Housework Campaign and Ms. Sylvia Salley from the International Black Women for Wages for Housework Campaign.

Ms. Lori Nairne reported that HR 966 was re-introduced by Congresswoman Barbara Rose Collins of Detroit. The bill has wide recognition across the country. The HR 966 bill will recognize the work that men and women are now doing that is not part of paid labor and will include it in the gross national product. Volunteer work would also be included and such recognition should mean support to these organizations.

***Moved (Gadberry)\Seconded (Davis)\passed unanimously to endorse HR 966 - The Unremunerated Work Act of 1993.

Issues Committee

Commissioner Peay-Wainwright called upon Mr. Don Hesse for the Report. Staff member Don Hesse reported that the Issues Committee met on June 3, 1993. Issues discussed were the Fair Housing Program and the report by the Center for Juvenile and Criminal Justice on the incarceration rate of African American males. Mr. Hesse reported that a new intern Albert Tong who is majoring in Asian American Studies and minoring in African American studies at the University of California at Berkeley, will be working at the HRC during the summer.

***Moved (Peay-Wainwright)\Seconded (Jaber)\passed unanimously to accept the Issues Committee report.

UNFINISHED BUSINESS

Speakers:

Charlie Walker, spoke on behalf of the members of the African American Truckers. He stated that the Bayview Police Station is scheduled to be built. According to Mr. Walker, African American contractors have not gotten their fair share in construction and,

because of this, they will not allow the construction of the Bayview Police Station to proceed, especially if Black contractors are not hired. Bayview is their neighborhood and they should be the ones hired for construction in the area, Mr. Walker believes.

Kathy Perry, observed that the joblessness and disfranchisement of African Americans must be addressed. Ms. Perry stated that there is quiet rage in the African American community because, for every 10 African Americans, 6 are unemployed. If the City continues to not hire African American contractors who can, in turn, hire African American workers, the HRC will see this quiet rage explode, Ms. Perry related. When the jobless get desperate, riots or something similar to what happened in Los Angeles may occur in San Francisco, Ms. Perry warned.

Millard Larkin, Secretary of Blacks for Affirmative Action, and Chair person of the New Generation Democratic Club, supports the Human Rights Commission; however, he will not put up with the actions that have been alledged in the media. Mr. Larkin stated that according to the "Unfinished Agenda" report, African American business has declined.

Sam X, related that he had read negative things about Director Lee. Director Lee responded that these charges were untrue.

Willie Ratcliff, pointed out the rage in the African American community. According to Mr. Ratcliff the Bayview Police Station construction will be stopped. African American contractors have requested a bonding assistance program; however, such a program is not yet in place. Mr. Ratcliff supports the Commission, but they must do what is right, he urged.

Mary Ratcliff, discussed a letter that was sent to the Commission regarding the Bayview Police Station. Copies of the letter were made and distributed to those present.

Louise Vaughn, Chair of the Geneva Towers Tenant Association, stated that she had called the HRC numerous times regarding the Geneva towers, and has not gotten help. She expressed her support for Kevin Williams.

Kyle Bourne, New Bayview Newspaper, observed that he has known Kevin Williams for a very long time and he was very concerned about what he had read.

Alan Pitcher, past president of the NAACP, related that it is necessary for the Commission to set up an emergency mechanism for dealing with the multitude of problems that exist in the Bayview/Hunters Point; such as, unemployment and contracts to African American firms, and Kevin Williams. According to Mr. Pitcher, OMI should also be included. There is a lot of unrest in Bayview/Hunters Point, unrest

that he has not seen since 1966, Mr. Pitcher observed. This Commission should take this possibility very seriously. The NAACP can assist the HRC in dealing with these issues.

Lefty Gordon, Executive Director of the Ella Hill Hutch Center, expressed support for Kevin Williams. He inquired about the status of the CAAP report. Mr. Gordon questioned the advisability of building a police station in the middle of Bayview/Hunters Point without African American contractors and minorities from the community being hired.

Ace Washington supports the building of the Bayview Police Station with African American Contractors. Mr. Washington observed that there are hidden agendas within the African American community, and hoped that the community can get together. According to Ace Washington the community should fight for the HRC budget if they want the CAAP report to be fully implemented.

Larry Chew, who works for Outer/Mission/Ingleside (OMI) Community Association, had come from a meeting with S.J. Amoroso, a prime contractor, on a San Francisco Unified School District (SFUSD) project. S.J. Amoroso does not believe that they need to make good faith efforts to hire minorities from the community. No Black contractors were present at this meeting. The San Francisco Unified School District does not have an MBE/WBE policy nor a policy to hire minorities on construction projects.

Commissioner Davis explained that the Human Rights Commission does not have jurisdiction over the SFUSD, and urged Mr. Chew to attend the Board of Education meeting to bring this matter to their attention.

Wedrell James, related that he has many relatives who are out of work. Mr. James is a contracting engineer and wants to work; however, when he applies to white contractors, they make him feel "less than human". The Bayview Police Station is in the Bayview Hunters Point community and must be built by people in the community, according to Mr. James. Wedrell James expressed his support for Kevin Williams.

Debra Henny, a parent of seven children expressed concerned that there are no jobs for African Americans.

Dwight Kinnard related that he has a working relationship with Kevin Williams, and Mr. Williams knows the construction and trucking business very well.

Nat Mason urged those present to let the Mayor and Board of Supervisors know their concerns.

Commissioner Lumpkin inquired of Mr. Ratcliff, whether or not his firm, Liberty Builders, could build the Bayview Police station if they were awarded the contract. Mr. Ratcliff responded that his firm could build it; however, he cannot provide the bonding or the financial assistance required. This is why the African American contractors are asking that the project be set aside and that bonding be provided. Commissioner Lumpkin responded that Director Lee has stated that the $500,000.00 required by Performance Financial Services for bonding is not available from the City. Mr. Ratcliff believed that the money is there, but the political will is not.

According to Ms. Ratcliffe, the Bayview Foundation, under the chairmanship of Kevin Williams, has agreed to designate the $500,000.00 for bonding. These monies must be returned, however, when new grant monies become available to the City. She requested that Kevin Williams speak on this issue.

Kevin Williams stated that he had a meeting with Supervisor Willie B. Kennedy today. He stated that several things must happen. Ms. Leslie Trutner of the City Attorney's Office must modify some legislation. Mr. Williams, then needs to take these changes, together with a Resolution approved by the HRC Commission, to the Bayview Task Force, and he then can recommend the allocation of funds for bonding. The Task Force cannot officially approve the bonding program until it is requested in written form.

Commissioner Wong, addressing Mr. Williams, stated that he had gotten the impression from Kevin Williams, that the approval of the monies from the Task Force must take place before the request is sent to the Mayor's Office of Community Development for their approval. This is the first time that he has heard about a written proposal being needed by the Task Force.

Kevin Williams stated that he spoke with Larry Del Carlo, Director of the Mayor's Office of Community Development (MOCD), and Supervisor Kennedy, who is Acting Mayor today, and he was informed that the Bayview Hunters Point funds are no longer tax increment funds, but are HUD-CDBG (Community Development Block Grant Funds); which restrict usage of the funds for a bonding program; however, the Bayview/Hunters Point Foundation can allocate funds to the Department of Public Works which can, in turn, allocate these grants to MOCD funds to implement the bonding program. Mr. Williams learned this new information today. The Bayview Foundation has formed a sub-committee to deal directly with this bonding issue.

Commissioner Kai asked if the Bayview Foundation sub-committee is the one preparing the proposal. Mr. Williams answered in the affirmative. Commissioner Kai asked, if the proposal is approved, is this Commission then required to review and approve the plan. Mr. Williams stated that the Commission had already adopted a resolution approving such a proposal; however, he needs to meet with the Director to learn what transpired

in the bonding meetings with the Director, Mr. Del Carlo, and other department heads. Mr. Williams stated that he needs complete information to present to the Bayview Hunters Point Task Force.

Commissioner Wong asked Director Lee to invite Mr. Williams to the next meeting regarding the bonding issue for the Bayview Police Station. He asked the public to work with Director Lee and all the people involved.

Director Lee stated that he is trying to set up a meeting with the Mayor's Office and the members of the City Bonding Task Force. The Director will make sure that all of the people involved are invited to the meeting.

Ms. Ratcliff stated that the $500,000. is only a pilot program for six months. The Bayview Police Station is scheduled to be bid on June 23, 1993. A bond must accompany the bid. If the African American community cannot bid because of bonding problems, there will be rioting, Ms. Ratcliff warned.

Director Lee recognized two Commissioners from the Redevelopment Agency. Commissioner Clarence R. Stern and Commissioner Leroy King.

NEW BUSINESS

Commissioner Gadberry stated that she is working with members of the business community in a task force to get jobs for laid off city workers. Commissioner Kai thanked Commissioner Gadberry and the members of the business community.

Answering a question from Commissioner Wong, Commissioner Clarence R. Stern from the Redevelopment Agency stated that the Redevelopment Agency is also dealing with Community Block Grant Funds (CBGF); however, bonding is not funded through CBGF because these are federal monies. Funds could be channeled through another City agency that would be able to allocate these monies for bonding.

Answering a question from Commissioner Lumpkin, Director Lee stated that the Bayview Police Station's bid date is June 23, 1993. The project is funded through the Police Department which may lose the money if they are unable to bid this project on a timely fashion. In response to a question from Commissioner Davis, Director Lee stated that the Department of Public Works is the authority that control the process of bidding for the Bayview Police Station. Scott Emblidge, Assistant City Attorney, stated that construction of this project must be completed by March 1994. DPW is concerned that if the process does not begin soon, the police station may not be built at all.

Commissioner Davis asked what has been done to help in the bonding process. Director

Lee responded that a City task force was formed to establish a bonding program. This task force has been meeting for the past three months. Performance Financial Services (PSF) the program endorsed by Mr. Radcliff, has its own condition of a minimum of $500,000.00 to be used as a "pool" and 5% guarantee. Director Lee stated that he was able to secure $150,000 for bonding the Bayview Police, representing 5% of the project; however, PFS will not provide bonding on one project alone. They want a guarantee of $10 million worth of projects, because it is not worth their coming from West Virginia for a single project. The HRC is working to release monies that are controlled by other departments.

Director Lee stated that, when he was able to secure $150,000 for the Bayview Police Station bonding and then learned that PFS refused to bond this particular project, he was referred, through the City of Oakland, to Cumbre, Inc., a firm from Los Angeles. Cumbre, Inc., agreed to interview African American contractors, to issue bonding/finance for the Bayview Police Station using the $150,000 "pool" of money. A representative of Cumbre interviewed Black contractors that applied for bonding; however, bonding is not the only issue, financing is also important, and Cumbre could not establish a financing line of credit to mobilize the initial workforce immediately. PFS, on the other hand, is a professional lending institution from West Virginia, which uses their own money to finance the project.

Commissioner Davis, who is also Acting Director of Public Advocates, stated that one of the project of Public Advocates is the Greenlining Coalition. The most prominent activity of the Greenlining Coalition has been to work with local banks to ensure that banks allocate a certain number of dollars for the use of minority contractors who engage in community development projects. The Bank of America alone has committed $12 billion over a 10 year period. Presently, there is a total of $20 billion available; however, nobody has challenged the banks to make this money available.

Director Lee stated that a staff person had been assigned to this project sometime ago. There are no results at this time. Commissioner Davis' proposal is a more permanent approach.

Commissioner Fong stated that the construction of the Bayview Police Station has become a volatile situation and the Mayor's Office should be made aware of what might happen.

Commissioner Abrahamson related that the Commission should ask Mayor Jordan to contact Mr. Rosenburg of the Bank of America. The $500,000. for bonding should be found. She offered to help Director Lee in his efforts to secure the funds.

Director Lee stated that both executives from Bank of America and Wells Fargo were

asked to help in the bonding situation. Wells Fargo responded that they were starting a project with the Airport, and could not engage in another project. The person at Bank of America stated they were not interested in construction because they did not see a return. The Greenlining Coalition may be more successful because they are a community organization.

Commissioner Stern from the Redevelopment Agency stated that the Bayview Community Task Force has not applied for the money through his Agency. The Redevelopment Agency has to approve the request and then submit it to the Mayor's Office. The Mayor should be appraised of the situation because picket lines are bound to appear if the Bayview Police Station bid goes through.

Commissioner Kai formed a task force of Commissioners to work with Director Lee: Commissioners Abrahamson, Davis, Fong, Lumpkin and Wong. The HRC Task Force should meet with the Mayor and advise him of the situation.

Mary Gin Starkweather stated that she is the staff member in charge of monitoring the Bayview Police Station. She has been getting phone calls at the Bureau of Architecture, stating that the project will be stopped. She stated that the anger expressed at the meeting is nothing compared to what can be expected. The project must either be canceled or the bidding process delayed.

Commissioner Peay-Wainwright stated that the situation is dire. The Bayview Hunters Point area is one of the last underdeveloped areas in San Francisco.

CALENDAR MATTERS

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, July 8, 1993 2:00 p.m.
ISSUES	Thursday, July 1, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, July 20, 1993 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, July 15, 1993 5:30 p.m.

YOUTH AND EDUCATION Thursday, July 15, 1993
3:30 p.m.

ADJOURNMENT

The Commission recessed the Commission meeting at 7:10 p.m., going into executive session at 7:35 p.m. to confer regarding pending litigation and personnel matters, pursuant to Government Code 54956.9. The meeting was adjourned at 8:50 p.m. No action was taken during executive session.

Respectfully Submitted

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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REVISED AGENDA

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 24, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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REVISED - AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 10, 1993.

   (b) Special meeting of June 8, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) General Fund 1993 - 94 Budget

6. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Katheryn M. Fong, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, July 15, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.

(b) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Gloria R. Davis, Vice Chair
Gail P. Roberts, Committee Staff

(1) Approval of letter to Superintendent Rojas re: comprehensive assessment of students in need.

(2) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, July 15, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, July 20, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness*

(d) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, July 1, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Eugene Lumpkin, Jr., Vice Chair
Frank Anderson, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, July 8 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

Scheduling of one meeting each in July and August.

10. VISITORS*

11. EXECUTIVE SESSION

Pursuant to Government Code 54957, the Commission will meet in executive session to discuss a personnel matter involving the Director.

12. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JULY 8, 1993

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JUNE 24, 1993.

NEXT MEETING

DATE: Thursday, July 8, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Chair Karen Kai called the meeting to order at 4:42 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Mary Gomez-Daddio, Gloria Davis, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Resa Peay-Wainwright, and Lawrence Wong.

Excused: Lucille Abrahamson, and Katheryn Fong.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Maria Cordero, James Fields, Bayard Fong, Cynthia Goldstein, Jacquie Hale, Don Hesse, Carolyn Hom, Nat Mason, Ivy McCray (Intern), Veronica Ng, Dick Norton, Gail P. Roberts, Panetta Scott, Mary Gin Starkweather, Mildred Thomas (Intern), David Treanor, and Gary Wong.

Guests

Scott Emblidge, City Attorney's Office; John Jenkins, Bill Jones, C. Laster, Mary Ratcliff, Willie Ratcliff, Ace Washington, and Charlie Walker.

APPROVAL OF MINUTES

***Moved (Lazam)\Seconded (Daddio)\Passed unanimously to adopt the minutes of the special Commission meeting of June 8, 1993.

***Moved (Jaber)\Seconded (Lumpkin)\Passed unanimously to adopt the minutes of the June 10, 1993 regular Commission meeting with the following amendment; the correct name for the Bayview Foundation is "Bayview/Hunter's Point Economic Planning and Development Task Force." This name should be corrected throughout the minutes.

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE CHAIR

Commissioner Kai stated that much of her report will be covered under the Director's report and under the MBE/WBE Advisory Committee. These issues are regarding the budget and regarding the African American Contractors Association and the Bayview Police Station.

Commissioner Kai reported that Larry Brinkin is recovering on schedule from his operation, and that she had sent flowers on behalf of the Commission.

REPORT OF THE DIRECTOR

General Fund Budget FY 93-94

Director Lee reported that the Human Rights Commission testified in front of the Board of Supervisors' Finance Committee on June 24th. Supervisors present in addition to Chair of the Finance Committee, Supervisor Migden, and members Supervisor Hsieh, and Alioto, were Leal and Kaufman. Director Lee esentially outlined the impact that the proposed budget cut will have on the HRC. The Supervisors expressed their unanimous support for the Human Rights Commission and pledge to help lobby to restore the HRC budget. Harvey Rose, the Board's Budget Analyst's, had no major disagreement regarding the personnel items; however, under the non-personnel budget, he is recommending further budget cuts. These cuts will affect rent payment, the photo copier use, and payment to hearing officers. A meeting is scheduled with Harvey Rose to discuss the changes which were not discussed with him on the day of the hearing. The Supervisors present and Mr. Rose agreed that the 35% budget cut to HRC personnel is not acceptable. Director Lee expects the budget issue to be resolved by the end of June.

Commissioner Kai thanked all Commissioners for their lobbying at the Board of Supervisors level. The Supervisors were very knowledgeable regarding the work of the HRC and asked very pertinent budget questions regarding the different programs of the Commission. Supervisor Alioto praised Director Lee's work on behalf of the MBE/WBE program, citing that, when she ran for Mayor a few years ago the MBE/WBE program's participation was extremely low and that now, the program has gained a significant greater participation rate.

Director Lee stated that the MBE/WBE staff is to be praised because, without the staff, the Ordinance could not be enforced and minority and women businesses could not achieve the rate of participation they are receiving. The program will continue to be enforced.

Director Lee presented, to the Commissioners, a Memorandum of Understanding (MOU) with the Airports Commission. This item is recommended for approval at the July 8, 1993 Commission meeting. The MOU includes an additional work and position that the Mayor's Office was successful in securing for the HRC.

COMMITTEE REPORTS

MBE/WBE/LBE Advisory Committee

Commissioner Daddio introduced Ms. Jacquie Hale. Ms. Hale submitted the Second Quarter FY 92-93 prime contract report for informational purposes. This information reflects the Second Quarter only. The report indicates that City contracting has declined during the second quarter.

Director Lee gave a report update on the Bayview Police Station construction project. Director Lee thanked Commissioners Davis, Fong, Kai, Lumpkin, and Wong for meeting with the Director of Public Works, Director of the African American Contractors Association, City Attorney, and MOH staff in an attempt to resolve issues raised by the African American Contractors Association. The bid date for the Bayview Police Station has been delayed until July 28. An agreement was made to establish a schedule to promote and move forward the bonding assistance program. The African American Contractors Association has agreed to submit in writing a request to the Bayview/Hunter's Point Economic Planning and Development Task Force requesting the pool of money needed for the bonding program. Unfortunately, there were no representatives at the meeting from the Bayview/Hunter's Point Task Force, thus everything was communicated to them subsequently. After the meeting, Director Lee received a letter from Kevin Williams, in his capacity as Chair of the Bayview Hunter's Point Task Force, asking details about the bonding program and the Commission's endorsement of the bonding program. Director Lee sent an immediate response to his

letter. Director Lee asked that the following Resolution be considered by the Commission:

RESOLUTION

The Human Rights Commission hereby reaffirms its prior support for the establishment of a bonding and financial assistance program for minority-owned and woman-owned businesses certified by the Commission. In light of this City's continued fiscal crisis, and the fact that the HRC has historically requested the setting aside of City funds for such purposes during its annual report to the Board of Supervisors, the Commission endorses all the efforts of its Director and staff and other City agencies and community groups to locate available financial sources that may serve this purpose. We recognize that such efforts will involve special and creative ideas which may warrant the establishment of pilot projects to pursue this endeavor. The Commission endorses such endeavors to assist those minority-owned and woman-owned businesses who are to be provided a fair opportunity to compete for City contracts, due to historic financial limitations.

***Moved (Peay-Wainwright)\Seconded (Jaber) passed unanimously to consider the Resolution.

***Moved (Daddio)\Seconded (Lumpkin) passed unanimously to approve the above Resolution.

Another meeting with different members of the Boanding Task Force is scheduled for July 7, 1993 at 2:00 p.m. at John Cribbs, DPW Director's Office, Room 260, City Hall. At this meeting, the issues of 100% Black contractors participation and the formal bidding process will be discussed.

Commissioner Wong stated that the Human Rights Commission is doing everything within its power to move the project along; however, once the African American Contractors Association make the written request to the Bayview/Hunter's Point Economic Task Force, their immediate attention is needed.

Commissioner Lumpkin asked if the request letter from the African American Contractors Association had been sent. Director Lee responded that neither the HRC nor the DPW have received a copy of this request.

Director Lee stated that all 43 Airport expansion project proposals for architects and engineers have been submitted. The International Terminal design is going to be processed first. Teams have been interviewed, and a design will be selected. Each team

is a Joint-Ventures with an MBE or WBE. It is anticipated that a large number of MBEs and WBEs will participate.

Regarding the Truckers on-going meetings; Director Lee stated that the very first joint-venture between a local and non-local trucking firm has been awarded a project low bidder. Director Lee expressed his pride in the truckers achieving this type of relationship. The Hazardous Materials Training program is also being developed. An offer has been made by one of the major firms, Chemical Waste Management, to provide hazardous materials training to more than 15 truckers free of charge. This company certifies all truckers for completion of hazardous materials training. As an added incentive, Chemical Waste Management is offering the first truckers to complete this training jobs on their projects. The HRC is working with L&J Brokers and Ace Washington, who is acting as a consultant, to finalize these agreements. Director Lee accompanied one of the truckers, who showed him all the dumping sites thoughout the City. Director Lee is holding a meeting with the Port to discuss possible sites for dumping.

***Moved (Daddio)\Seconded (Peay-Wainwright)\passed unanimously to accept the report of the MBE/WBE Advisory Committee.

Youth and Education Committee

Commissioner Davis reported that the Youth and Education Committee met Thursday, 06/17/93. Commissioner Davis praised the work that Superintendent Rojas has done, and hopes that he does not leave the San Francisco Unified School District for a tempting offer as New York Chancellor of the Public School System. Superintendent Bill Rojas will be participating in the July 15th meeting of the Committee for an hour long dialogue with the members of the Committee. Superintendent Rojas will be receiving a list of questions to help focus the discussion. Commissioners and interested persons are encouraged to attend. Dr. Beverly J. Bradley, Supervisor, School Health Program, SFUSD, discussed the School District's programs, focusing on the issues of concern to the Committee, at the June 17, 1993. Dr. Bradley distributed copies of the End of Year Report 1992-93, a diagram showing schools and colleges as part of the public health effort to prevent HIV infection, and a "Hazardous Roads for Sex Education schematic. With input from Dr. Bradley and Dr. Anthony Ramirez, a member of the Committee and Assistant Superintendent, Integration Department, the Committee urged comprehensive and coordinated academic, health, psychological, and social assessment of students determined to be at risk. The Committee' intent is for the utilization of the resources and alternatives in the regular education program instead of or certainly prior to referral to Special Education programs. The letter to the Superintendent address this concern. At its previous meeting, the Committee reviewed current data, noting the gross over representation of African American students in Special Education. No response has

been received from Robert Figone, Program Administrator, Pupil Services Department of the School District, regarding the proposed revisions to the SFUSD Student Handbook for the 1993-94 school year adopted by the Commission at its previous meeting. The Youth and Education Committee will have an intern, Mildred Thomas, for the summer and into the fall. Ms. Thomas, a former member of the Committee, is a third year law student at New College of the Law. One of Mildred Thomas's responsibilities will be staffing the task force established by the Committee to identify and promote balanced media coverage of youth and educational issues. The next regularly scheduled meeting of the Committee will be Thursday, July 15, 1993 at the HRC offices.

(1) Approval of letter to Superintendent Rojas re: comprehensive assessment of students in need.

Answering a question from Commissioner Gadberry staff member Gail Roberts stated that the letter was prompted by Committee's concern of the overrepresentation of African American students in Special Education. Statistics show that one out of three male African American students in San Francisco are in Special Education classes. Commissioner Davis stated that strategies and techniques used in Special Education are recommended throughout professional literature to be used in regular classes, and she believes that Superintendent Rojas, with his background and commitment, will ensure that education in San Francisco goes forward.

***Moved (Davis)\Seconded (Daddio)\passed unanimously to approve the letter to Superintendent Rojas urging the comprehensive assessment of students at risk.

***Moved (Davis)\Seconded (Wong)\passed unanimously to accept the report of the Youth and Education Committee.

Lesbian/Gay/Bisexual Advisory Committee

Commissioner Lazam introduced staff member Cynthia Goldstein to make the Committee presentation. Ms. Goldstein reported that the last Advisory Committee meeting was held June 15, 1993, at which concern was expressed regarding the budget cuts to the HRC, and the impact to the Lesbian/Gay and AIDS/HIV Unit. At the meeting, there were presentations made by the Task Forces which were formed at the May planning session of the Committee. The Anti-Racism Task Force is looking at issues of racism with the Lesbian/Gay/Bisexual communities. In addition to following up on the work they had done the past year on the potrayal of people of color in the Lesbian/Gay/Bisexual media, the Task Force is working on planning an event to bring together a variety of people of color groups from within the Lesbian/Gay/Bisexual communities. An affirmative action program for the Lesbian/Gay/Bisexual businesses

is also in the planning stage. The Transgender Task Force is setting up a series of educational workshops for the Advisory Committee and, later, will make a presentation to the Commission. Their ultimate goal is to create anti-discrimination legislation to protect the Transgender community. The next meeting is July 20th, at 5:30 p.m. at which a transgender member of the Committee will give an orientation on Transgender issues.

Commissioner Wong thanked Kiki Witlock, a member of the Committee, for writing a letter of support to the Mayor and Board of Supervisors, protesting the HRC budget cuts.

Cynthia Goldstein invited everyone to attend the Lesbian/Gay Freedom Day Parade scheduled for Sunday, June 27. The Human Rights Commission will have a booth at the Justin Hermann Plaza area. The parade will begin at Civic Center and will continue to the Embarcadero.

***Moved (Lazam)\Seconded (Gadberry)\passed unanimously to accept the report of the Lesbian/Gay/Bisexual Advisory Committee.

Employment Committee

Commissioner Gadberry stated that the Employment Committee will be very active during the budget crisis, and lay offs facing City employees. A consortium has been formed with the Civil Service Commission, private companies and the Human Rights Commission to ease into the process and the task of finding jobs for the people who are faced with lay offs. The Consortium will try to continue the process and urge help from the Unions, as well as from the business sectors in dealing with the difficult issues facing the City.

Ms. Jaber announced that on Saturday, June 26, 1993, the United Farm Workers is sponsoring a memorial celebration honoring the life of Cesar Chavez from 1-4 p.m. at 600 Embarcadero St.

Mr. James Fields announced that the CORO Foundation is accepting applications for its 93-94 City Focus program. Those interested are to contact Mr. Earl Lui at CORO or James Fields.

VISITORS

Mary Ratcliff expressed her concerns regarding the impressions that people have gotten from the African American Contractors lawsuit. Ms. Ratcliff stated that the lawsuit was intended to bring to the attention of the Mayor, and other individuals . that the Chapter 12D Ordinance was not begin fully enforced, and it was not intendend to target specific

individuals. She asked that the HRC staff be informed that the lawsuit was not intendent as a personal vandetta, it is intended to make all parties responsible to work together to fully enforce Chapter 12D.

Willie Ratcliff reiterated what Ms. Ratcliff stated. He stated that his organization is also at fault for not pushing harder for the enforcement of 12D; however, they will work together with everyone concern. There is no vendetta against HRC staff.

James Fields commented regarding the layoffs at the HRC. He encouraged staff members who received lay off notices to send a copy to their Union. The Union will ensure that all avenues are exhausted before the notices went out. Mr. Fields believes Director Lee has done everything possible, before he was forced to give out lay off notices. He asked the Director, with the support of the Commission, to reach closure of some issues within the Commission. These issues have had some negative impact for the staff; before the budget process is brought to a closure the staff should be united.

CALENDAR MATTERS

***Moved (Peay-Wainwright)\Seconded (Lazam) unanimously approved the Commission holding one meeting each in July and August, on July 8, and August 12. The regularly scheduled meetings for July 22, and August 26 have been cancelled.

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, July 8, 1993 2:00 p.m.
ISSUES	Thursday, August 5, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, July 20, 1993 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS COMMUNITY	Thursday, July 15, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, July 15, 1993 3:30 p.m.

ADJOURNMENT

Commissioner Kai called a recess at 6:00 p.m. Executive Session was called to order at 6:07 p.m. pursuant to Government Code 54957 to discuss personnel matter. The meeting was adjourned at 6:42 p.m. The following motion was made during the Executive Session.

***Moved (Davis)\Seconded (Lumpkin)\passed unanimously to adopt a response to a complaint regarding Director Lee. Commissioner Davis requested that the Director note that his choice of language must be consider so that his intentions are not misconstrued.

Respectfully Submitted

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JULY 8, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
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To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 24, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Adoption of MOU (Memorandum of Understanding) with the Airports Commission.

   (b) HRC's 93 - 94 General Fund Budget.

6. COMMITTEE REPORTS

   (a) Issues Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner May P. Jaber, Vice Chair
   Don Hesse, Committee Staff

   (1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, August 5, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Eugene Lumpkin, Jr., Vice Chair
Frank Anderson, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 5, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, July 20, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Gloria R. Davis, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, July 15, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue,*

(e) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, July 15, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*
Eighth Floor Conference Room, San Francisco, CA 94102.

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, AUGUST 12, 1993

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JULY 8, 1993.

NEXT MEETING

DATE: Thursday, August 12, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Vice-Chair Eugene Lumpkin, Jr. called the meeting to order at 4:45 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Lucille Abrahamson, Mary Gomez-Daddio, Gloria Davis, Katheryn Fong, Sharon Gadberry, May P. Jaber, Jeanette Lazam, Eugene Lumpkin, Jr., Resa Peay-Wainwright, and Lawrence Wong.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Linda Chin, Maria Cordero, James Fields, Bayard Fong, Cynthia Goldstein, Jacquie Hale, Don Hesse, Nat Mason, Ivy McCray (Intern), Dick Norton, Gail P. Roberts, Mildred Thomas (Intern), and David Treanor.

Guests

Bill Ambrunn, Kurt Barrie, Bertron Bruno, Allen Carson, Gwenn Craig, Carol Delgado: Scott Emblidge, City Attorney's Office; Jean Harris, Mayor's Office; Byron McQuarters, Randy Miller, Adele Morrison, Rennie Stockard, and Simeon White.

APPROVAL OF MINUTES

***Moved (Gadberry)\Seconded (Fong)\Passed unanimously to adopt the minutes of the Commission meeting of June 24, 1993.

COMMITTEE REPORTS

Employment Committee

Commissioner Gadberry stated that the Employment Committee met this afternoon, July 8, 1993. One of the items on the agenda was the Post Street Garage report. The report will be presented to the full Commission at its next meeting. Another item discussed was City lay offs. The newly created Employment Consortium is in the process of establishing a career center for City employees who are laid off. The center will have computers donated by the private sector for resume writing, and other activities. The Committee is also considering several issues for the new fiscal year. These will be discussed at future meetings.

***Moved (Gadberry)\Seconded (Abrahamson)\passed unanimously to adopt the report of the Employment Committee.

Youth and Education Committee

Commissioner Abrahamson stated that Mr. Bill Rojas, Superintendent of Schools will be present at the next Youth and Education Committee meeting, scheduled for July 15, 1993. Everyone is cordially invited.

There were no reports from the Issues Committee, the Lesbian/Gay/Bisexual Advisory Committee, and the Minority/Women/Local Business Community Advisory Committee.

COMMUNICATIONS

The Communications file was circulated.

REPORT OF THE DIRECTOR

General Fund Budget FY 93-94

Director Lee reported that as a result of numerous meetings with the Board of Supervisors and the Mayor's Budget office, the HRC has been promised restoration of $200,000 General Fund monies for FY 93-94. The HRC has also been able to secure

$85,000 in Work Order funding. The $285,000 will allow the HRC to keep all the staff. The process of restoring the funds will be closely monitored by Director Lee and David Treanor. Director Lee thanked the Commissioners for their support and lobbying efforts and also thanked the Board of Supervisors for their support. The Mayor's Finance Committee is scheduled to meet Friday, July 16, 1993, for final action on the Budget. The Board of Supervisors, at its July 19, 1993 meeting is scheduled for the first reading on the final budget. Final approval is scheduled for their July 26, 1993 meeting. With the restoration of monies, the HRC would have to eliminate three vacant positions; however, there will be no current employees laid off.

Adoption of MOU (Memorandum of Understanding) with the Airports Commission.

Answering questions from Commissioner Wong, Director Lee stated that the MOU had been written by the Airports staff, was an open ended contract that could be changed by agreement of both parties; that Sandra Crumpler, of the Airport Staff is ANWO Manager, the liaison between the Airport and the HRC; and that the HRC verifies the sub-contracting goals established by Airport staff.

***Moved (Wong)\Seconded (Fong) unanimously approved with the provision of inquiring from Mr. Lou Turpen, Airports Director, as to the criteria he will use in determining approval of full-time HRC personnel assignments as indicated in the fifth paragraph (page 1) of the MOU.

REPORT OF THE CHAIR

Commissioner Kai apologized for being late to the Commission meeting due to a meeting she attended at City Hall.

Commissioner Kai brought up the issue regarding the controversy that had resulted from the statements in the June 26, 1993, *S.F. Chronicle*, article regarding attitudes toward homesexuality within the African American community. Commissioner Kai observed that the Human Rights Commission is charged with the responsibility of dealing with intergroup issues. This issue becomes more personal because it involves a Commission member, Rev. Eugene Lumpkin. Commissioner Kai stated that Commissioner Lumpkin's record has been very supportive in favor of all measures dealing with Gay/Lesbian/Bisexual/Transgender issues that have come up before the Commission. Commissioner Kai pleaded that the issue not be used to polarize communities; particularly the African American and the Lesbian/Gay communities. At this time, neither the Commissioners nor the Lesbian/Gay/Bisexual Advisory Committee have had an opportunity to speak with Rev. Lumpkin. She stressed that the decision to retain or remove a Commissioner is the sole responsibility of the Mayor.

SPEAKERS

Gwenn Craig, (Lesbians and Gays of African Descent for Democratic Action, LGADDA), read an article that LGADDA released shortly after the statements attributed to Rev. Lumpkin appeared in the San Francisco Chronicle. (See attached).

Bill Ambrunn, Co-Chair for Issues of the Alice B. Toklas Democratic Club, agreed with what Ms. Craig had said and called for Mr. Lumpkin's resignation. Mr. Ambrunn stated that members of the Gay/Lesbian/Bisexual/Transgender community will no longer feel safe in bringing an issue to the Human Rights Commission when they feel that they are being judged by a member of the Commission. Mr. Ambrunn asked Commissioners Lazam and Wong to join in his concern. Mr. Ambrunn pointed out that the issue will not divide African Americans and Gay/Lesbians because the issue is not a racial issue but a human rights issue; therefore, they will remain united.

Commissioner Wong stated that there is a mechanism to deal with such a complex issue. The Lesbian/Gay/Bisexual Advisory Commitee will meet with Rev. Lumpkin, and afterwards will discuss the issue and make a decision. The Advisory Committee is composed of members of the Lesbian,Gay, Bisexual and Transgender communities. The public will be notified of the time and place of the meeting.

Commissioner Kai reminded Commissioners that a response to the request of funding from Commissioners for the IAOHRA (International Association of Official Human Rights Agencies) Conference is needed.

Commissioner Kai addressed the issue of an article that appeared in the newspaper regarding the Director's compensatory time accumulation. Commissioner Kai stated that the Director has accumulated numerous hours of comp-time; however, the Director has not taken any comp-time off. The time is returned to the City at the end of each fiscal year. Commissioner Kai sent a letter to Supervisor Conroy explaining the issue. Comp-time has not been used by Director Lee despite the numerous hours he has spent working on Human Rights Commission issues, above and beyond the normal working hours.

Commissioner Kai reported that, at the last Commission meeting on June 24, 1993, in Executive Session, a decision was reached regarding a complaint against Director Lee. The complaint stated that Director Lee had violated the slur policy. The Commission's decision is that, under the scope of the Policy, there were no slurs made against the staff member involved.

UNFINISHED BUSINESS

Bayard Fong reminded the Commissioners that the HRC staff Giants game outing is scheduled for July 17, 1993. The cost is $10.00 per person which includes a tailgate party prior to the game.

CALENDAR MATTERS

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, August 5, 1993 2:00 p.m.
ISSUES	Thursday, August 5, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, August 17, 1993 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY COMMITTEE	Thursday, August 19, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, August 19, 1993 3:30 p.m.

ADJOURNMENT

Commissioner Kai adjourned the meeting at 5:29 P.M.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

LGADDA

LESBIANS & GAYS OF AFRICAN DESCENT FOR DEMOCRATIC ACTION

FOR IMMEDIATE RELEASE

Contact: Gwenn Craig
415/647-2441

"It's sad that people have AIDS and what have you, but it says right there in the scripture that the homosexual lifestyle is an abomination against God. So I have to preach that homosexuality is a sin."

Rev. Eugene Lumpkin
San Francisco Chronicle, June 26, 1993

Lesbians and Gays of African Descent for Democratic Action (LGADDA) was extremely dismayed by the statement of Rev. Eugene Lumpkin in this morning's article in the San Francisco Chronicle, "Bias from Within Against Black Gays" by Evelyn C. White. We were particularly alarmed since Rev. Lumpkin is not only the pastor of the Ebenezer Baptist Church, but also serves on San Francisco's Human Rights Commission.

The Human Rights Commission is the agency of our city government that has direct and primary responsibility for safeguarding the civil rights and equal treatment of all citizens, and which we rely upon to protect us from discrimination on the basis of race, sex, sexual orientation and many other factors. That Mayor Frank Jordan would appoint to this body someone who holds the views Rev. Lumpkin expressed in the Chronicle article is appalling and shows either a lack of understanding or a lack of respect for the mission of the Human Rights Commission.

We were concerned when Rev. Lumpkin was appointed to the Human Rights Commission, given the fact that he was a leader in the fight against domestic partners benefits for city workers. Rev. Lumpkin's views and attitudes should have been examined for bias by Mayor Jordan before appointing him to any commission, particularly Human Rights, just as should any and all prospective commissioners.

There are several ministers and religious leaders within the African American community who have embraced all people as God's children and who espouse and accord full respect and equal treatment for lesbians and gay men. Mayor Jordan did a grave disservice not only to the lesbian and gay community, but to all San Franciscans who truly care about protection of human rights, by not selecting a more appropriate representative of the religious community to serve in this capacity. If Rev. Lumpkin cannot find it in his heart to accept and promote the mission of the Human Rights Commission, he should do the right thing and resign from that body.

As African American lesbians and gay men, we daily battle on two fronts: against racism and against homophobia. The views of Rev. Lumpkin are an unfortunate example of the struggle that confronts us within society in general and within our own African American community in particular. Rev. Lumpkin justifies condemnation of our personhood and condones the attitudes that set us apart from our family of African people and which encourages hatred and violence against us.

We call on all of our African American sisters and brothers to speak out against these attempts to divide us and set us against one another. Our common struggle as a people demands that we seek common ground and embrace one another with love and respect. We call on Rev. Lumpkin to look to the example of such religious leaders as Rev. Jesse Jackson, Rev. Joseph Lowery, Rev. Cecil Williams, Father James Goode and Rev. Benjamin Chavis, who have spoken out for social justice and fair treatment of lesbians and gay men. And we call on all citizens to demand that Mayor Jordan justify his actions in appointing Rev. Lumpkin and act now to indicate his commitment to the protection of human rights for all by removing Rev. Lumpkin should his resignation not be forthcoming.

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, AUGUST 12, 1993
4:30 P.M.

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REVISED AGENDA

ROSTER

Chair- Karen N. Kai
Vice Chair Eugene Lumpkin, Jr.
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of July 8, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Approval of FY 93 - 94 General Fund Budget.

   (b) Approval of Supplemental Appropriation to restore $189,900 to HRC's Budget.

   (c) Report on Pacific Bell's Workshop on Information and Technology.

   (d) Report on Sunshine Ordinance.

   (e) Announcement of San Francisco Fair.

6. COMMITTEE REPORTS

   (a) Lesbian/Gay/Bisexual Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Commissioner Lawrence Wong, Vice Chair
   Larry Brinkin, Committee Staff

   (1) Committee Report.

   (2) Resolution affirming HRC's Commitment to Civil Rights.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, August 17, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Issues Committee

Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) Recommendation that the City support H.R. 50, The FBI First Amendment Protection Act.

(2) Recommendation that the Commission support the resolution on immigration and political asylum before the Board of Supervisors.

(3) Letter to the Police Commission expressing concerns over the recent amendments to the City of Refuge Ordinance and requesting that safeguards be established to protect against abuse.

(4) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, September 2, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Sharon Gadberry, Chair
Commissioner Eugene Lumpkin, Jr., Vice Chair
Frank Anderson, Committee Staff

(1) Committee report.

(2) Request for endorsement of the 30th Anniversary Mobilization for Jobs, Justice and Peace.

(3) Bush/Polk Garage Construction Program Final Report: Nat Mason, HRC Representative.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, September 2, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, August 19, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Gloria R. Davis, Vice Chair
Gail P. Roberts, Committee Staff

(1) Report on meeting with Superintendent Rojas.

(2) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, August 19, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

(1) Resolution for Conciliation: I.

(2) Resolution for Conciliation: II.

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, SEPTEMBER 9, 1993

W:\GPR\AGENDA.HRC\AUG 12.93

HUMAN RIGHTS COMMISSION

August 12, 1993

The Minutes of this meeting are missing.

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Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, SEPTEMBER 9, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair- Karen N. Kai
Commissioner Lucille Abrahamson
Commissioner Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Resa Peay, Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of August 12, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Adoption of Revised HRC Rules and Regulations.

   (b) Report on the Sunshine Ordinance.

5. REPORT OF THE DIRECTOR

   (a) Presentation by Jill Tregor, Director of the Intergroup Clearinghouse.

   (b) Report on Efforts to Stop Immigrant Bashing

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Lucille Abrahamson, Chair
   Commissioner Gloria R. Davis, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Adoption of Resolution of Endorsement of Campaign for Tenderloin Grade School.

   (2) Report on meeting with Superintendent Rojas.

   (3) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 30, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue,*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Introduction of CHEMICAL WASTE MANAGEMENT COORPORATION AND THE TRAINING FOR HAULING OF HAZARDOUS MATERIALS FOR LOCAL TRUCKERS.

(3) Introduction of HISPANIC CONTRACTORS ASSOCIATION.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, September 30, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*
Eighth Floor Conference Room, San Francisco, CA 94102.

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Request that Commission sponsor and participate in a sensitivity training in gay, lesbian, bisexual, and transgender issues and concerns.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, September 21, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) Adoption of letter of concern regarding safety of tenants at Generva Towers.

(2) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, October 7, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Frank Anderson, Committee Staff

(1) Committee report.

(2) Bush/Polk Garage Construction Program Final Report: Nat Mason, HRC Representative.

(3) Report from the Committee on African American Parity (CAAP).

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 7, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

(1) Adoption of Resolution I: A DIALOGUE TOWARD HEALING AND UNITY.

(2) Adoption of RESOLUTION TO IMPEDE HATE CRIMES IN SAN FRANCISCO.

(3) Adoption of Resolution in Memory of Fire Lieutenant Jerry Butler.

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

In memory of Fire Lieutenant Jerry Butler who died August 17, 1993 in the line of duty.

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, SEPTEMBER 23, 1993

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HUMAN RIGHTS COMMISSION

September 23, 1993

The Agenda and Minutes of this meeting are missing.

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Director

REGULAR MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, OCTOBER 14, 1993
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Mary Gomez Daddio
Commissioner Lucille Abrahamson
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 23, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Election of Officers - 1994
   (b) Hate Violence - Meeting with the U.S. Attorney

5. REPORT OF THE ACTING DIRECTOR

   (a) United Indian Nations - Ray Moisa
      1. Resolution on Developing M/WBE Participation in City contracting with Native American businesses.
      2. Economic Development Plan.

   (b) Budget - Commission/Staff Planning Session
      1. Saturday, November 6, 1993
         9-12:30 at HRC
         1994-95 Budget Crisis and Planning

   (c) Continuing meetings among members of Lesbian, Gay, Asian and African American communities to ease social tensions. Next meeting is 1:00 p.m. November 6, 1993 at Intergroup Clearinghouse.

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
      Commissioner Lucille Abrahamson, Chair
      Commissioner Gloria R. Davis, Vice Chair
      Gail P. Roberts, Committee Staff

   (1) Adoption of Resolution supporting Board of Supervisors' Resolution in Opposition to State Proposition 174: School Choice Initiative.
   (2) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 21, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue,*

(b) Employment Committee
Commissioner Sharon Gadberry, Chair
Frank Anderson, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 4, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) Viewing of Video Tape on the Homeless. Effect of the City's Matrix Program on the Homeless. Viewing time 14 minutes.
(2) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, November 4, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(d) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, October 19, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

(2) Bayview Police Station - Status Report

(3) Reception for S.F. International Airport Design Team - October 27, 1993, HRC Offices, 5:30 p.m.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, October 21, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*
Eighth Floor Conference Room, San Francisco, CA 94102.

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

December 9, 1993 is Hanukkah

10. VISITORS*

Keith McHenry - Food Not Bombs

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING; THRUSDAY, OCTOBER 28, 1993

HUMAN RIGHTS COMMISSION

October 14, 1993

The Minutes of this meeting are missing.

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Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, OCTOBER 28, 1993
4:30 P.M.

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Mary Gomez Daddio
Commissioner Lucille Abrahamson
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of October 14, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Katheryn M. Fong, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Recommendation of a letter to the Mayor advising of the need to enforce the MBE/WBE/LBE Ordinance at all levels.

   (2) Committee report.

   NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, October 21, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102. Eighth Floor Conference*

(b) Youth and Education Committee
   Commissioner Lucille Abrahamson, Chair
   Commissioner Gloria R. Davis, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Presentation of Certificate of Commendation to Louise C. Jones, Principal, George Washington Carver Elementary School.

(2) Approval of letter of appreciation to Channel 5, KPIX-TV for its 9/19/93 Bay Sunday program which featured a Recreation and Park Department staff person working with young people in the Bayview-Hunter's Point community..

(3) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 18, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Room, San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, November 16, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Sharon Gadberry, Chair
Frank Anderson, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 4, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, November 4, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

COMMITTEE OF THE WHOLE: SATURDAY, NOV. 6, 1993

NEXT REGULAR MEETING: TUESDAY, NOVEMBER 9, 1993

HUMAN RIGHTS COMMISSION

October 28, 1993

The Minutes of this meeting are missing.

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Office of Dispute Resolution

Edwin M. Lee
Director

SPECIAL MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

SATURDAY, NOVEMBER 6, 1993
9:00 A.M. - 12:30 P.M.

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Mary Gomez Daddio
Commissioner Lucille Abrahamson
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC COMMENT

   At this time, members of the public may address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commission except agenda items. With respect to agenda items, your opportunity to address the Commission will be afforded when the items is reached in the meeting with one exception. When the agenda item has already been reviewed at a committee meeting at which members of the public were allowed to testify and the Commission has closed the public hearing, your opportunity to address the Commission must be exercised during the Public Comment portion of the calendar. Each member of the public may address the Commission for up to three minutes. **If it is demonstrated that comments by the public will exceed 15 minutes, the Chairperson may continue public comment to another time during the meeting.**

3. SPECIAL ITEM

   (a) Budget Planning for Fiscal Year 1994 - 1995.

4. ADJOURNMENT

NEXT MEETING: TUESDAY, NOVEMBER 9, 1993

HUMAN RIGHTS COMMISSION

November 6, 1993

The Minutes of the special meeting are missing.

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MEETING OF THE WHOLE

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

SATURDAY, NOVEMBER 6, 1993
9:00 A.M. - 12:30 P.M.

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AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Mary Gomez Daddio
Commissioner Lucille Abrahamson
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Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. REVIEW OF CITY-WIDE BUDGET PROCESS **(Commissioners)**

   A. Review HRC 1993-94 budget and budget process/Comparison to years past.

   B. Personnel Issues

   C. Program Staffing - see flow charts

   D. Roles of Commissioners, Staff, Mayor's Office, Board of Supervisors, HRC Constituents, Budget Analyst.

   E. Budget crisis and insanity of process.

   F. Priority issues of HRC.

   G. HRC's Enforcement Role.

3. HRC PROGRAM PRIORITIES 94 - 95 **(Staff).**

   A. Current Programs

      1. Constituents **(Commissioners)**

      2. Budget **(staff)**

      3. Activities - progress/regress/accomplishments/enforcement/ constituents.

   B. Consolidation ideas - Goal is to reduce time/expense **(staff)**

      1. Standing Committees

      2. Staffing/creating new classes or positions

3. Contracting out (certification, media, MIS)

4. Vacancies

5. Departmental consolidations

C. Revenues **(staff)**

1. Work-Orders/new and current

2. Grants

3. Additional Responsibilities to agency

4. Added Income

(a) M/WBE Directory
(b) Charge for services
(c) donations through "Friends"

5. Training Services for Fee

6. Mediation for large departments or agencies.

4. <u>HRC ISSUES AND IDEAS **(Commissioners)**</u>

A. HRC Issue Priorities - See 1993 Meeting outline.

1. Unfinished Agenda

2. Scheduling Community Meetings

3. Incarceration issues - past obligations

4. The ADA - HRC's role/City's responsibilities

B. Additional Issues

1. Annual Reports from the Commission and Committees.
2. Policy on Press/HRC's needs for media coverage.
3. Conduct of Agency at Public Meetings.
4. Bonding/Insurance for Contractors.
5. Work-Orders and MOU's with other departments.

5. PUBLIC COMMENT

At this time, members of the public may address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commission except agenda items. With respect to agenda items, your opportunity to address the Commission will be afforded when the items is reached in the meeting with one exception. When the agenda item has already been reviewed at a committee meeting at which members of the public were allowed to testify and the Commission has closed the public hearing, your opportunity to address the Commission must be exercised during the Public Comment portion of the calendar. Each member of the public may address the Commission for up to three minutes. **If it is demonstrated that comments by the public will exceed 15 minutes, the Chairperson may continue public comment to another time during the meeting.**

4. ADJOURNMENT

NEXT MEETING: TUESDAY, NOVEMBER 9, 1993

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
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MINUTES OF THE COMMITTEE OF THE WHOLE MEETING OF SATURDAY, NOVEMBER 6, 1993.

NEXT MEETING

DATE: Tuesday, November 9, 1993

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, Eighth Floor
Conference Room

Commission Chair Karen Kai called the meeting to order at 9:24 a.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Karen N. Kai, Chair; Mary Gomez Daddio, Vice-Chair; Lucille Abrahamson; Gloria R. Davis; Katheryn Fong; May P. Jaber; Jeanette Lazam; Jim Mayo; and Resa Peay-Wainwright.

Excused: Sharon Gadberry, and Lawrence Wong.

HRC Staff

Present: Edwin M. Lee, Director, Frank Anderson, Larry Brinkin, Salormey Dzikunu, (Intern); James Fields, Jacquie Hale, Don Hesse, Nat Mason, Richard Norton, Gail Roberts, Panetta Scott, Carmen Smith, and David Treanor.

REVIEW OF CITY-WIDE BUDGET PROCESS

Commissioner Kai welcomed everyone to the Saturday planning session of the HRC, and requested that Director Lee discuss the Budget Process.

Director Lee stated that the FY 93-94 Supplemental Budget Appropriation for $155,000 has not yet been approved by the Board of Supervisors.

Director Lee discussed the documents being presented;

(a) Organizational Chart
(b) HRC Budget Review-Budget Appropriations
(c) HRC Budget Review-Authorized Personnel; comparison for the past three years.

Director Lee explained that there are two budget allocations; one is the General Fund budget allocation received from City Hall; the other is work order monies received from different City departments derived from negotiations between those departments and the HRC. The current City departments providing work order funds are: the Department of Public Works, the Airport, the Port, the Mayor's Office of Community Development/Mayor's Office of Housing (through a grant award).

Commissioner Fong requested a breakdown be provided for each of the departments providing work order funds.

Commissioner Kai stated that the budget process begins in January or February and it continued through July. Commissioner Kai stated that she was a member of the Budget Committee, together with Commissioners Daddio and Lumpkin. They attended meetings and hearings.

Director Lee explained that the written instructions the FY 94-95 Budget will be forthcoming in the week after the November elections. The first part is the Mayor's budget and negotiations with the Mayor's Office. In January, fiscal projections from the Controller's office will be forthcoming. Between January and March, there will be debates between the revenue estimates from the Mayor's Office and the Controller's Office. After an agreement has been reached, the budget estimate will be submitted to the Board of Supervisors. The Board of Supervisors then instruct Harvey Rose, its Budget Analyst, to examine the Mayor's Office of budget and the budget from the Controller's Office. This process should be completed by May or June. The Board of Supervisors will then hold several hearings regarding the General Fund budget.

Commissioner Davis stated that, at that time, it is appropriate for Commissioners to lobby the Board of Supervisors on behalf of their individual Commissions.

Director Lee stated that by June, the State budget emerges. Depending on what the State budget's impact on the City and County of San Francisco's budget, the City in turn further cuts departments' budgets. The "Saturday night massacre" of this fiscal year's budget cut the HRC budget an additional $170,000, for a total budget cut of $560,000 from the original 92-93 fiscal year. The Mayor's lobbyist in Sacramento estimated that the State may reduce its contribution to the City another $190 million. Another concern of the HRC is to protect its work order monies. The HRC Commission protected the General Fund budget; however, we must protect the work order monies from other departments. There is an economic threat coming from the Port this year. The Port has suffered a large budget cut back this current fiscal year. They are examining ways of cutting their current programs. By June, the General Fund budget for the coming year should be final; however, it is never final when the City is operating under a deficit. Usually there is restorations through Supplemental Appropriations. The HRC is also scheduled for a supplemental restoration this year. It is critical to staff, and the services provided that the Supplemental Appropriation be approved. In the City, human rights, have been considered secondary to revenue generated jobs. The HRC must send a very clear supportive and precise picture of enforcing human rights and improving the quality of life in San Francisco.

Director Lee stated that a file has been created to hold letters of commendation to staff members.

Nat Mason stated that, at one time, there was a budget cut of $370,000. Mr. Mason urged the Commissioners to work together with other Commissions which have possible work order funds.

Mr. Lee stated that when there was a difference between $200,000 and $155,000 negotiations, he was asked by the Mayor's office to negotiate more work order funds. Mr. Lee and staff then lobbied with the Department of Parking and Traffic and were successful in securing from the Parking and Traffic Commission a $35,000 work order fund. Consequently, the paperwork was put through to the Mayor's office and they stopped the paperwork stating that the money from Parking and Traffic will be used for something else.

Frank Anderson stated that each year the San Francisco Mayor issues a "State of the City" address. This year the Mayor made very little reference to the work of the Human Rights Commission. Commissioners should report to the Mayor on the HRC.

Commissioner Lazam stated that she attended the swearing in ceremony of the AIDS

Task Force, Commissioners Gadberry and Davis were also present. The Mayor did not mention that they were present. She stated that the services provided by the Youth and Education, Issues and Lesbian/Gay/Bisexual committees are not measurable by dollars and cents, because these are quality of life issues.

Commissioner Peay-Wainwright wondered how the Issues Committee can document the importance of their issues.

Larry Brinkin observed that issues can be presented in two ways; as quality of life issues and in terms of dollars saved. The Youth and Education Committee addresses the suspension of students and finding alternatives. If these young people were on the streets, they would impact the economy. The Lesbian/Gay/Bisexual Unit saves people's jobs, who might otherwise lose them, because of their HIV status, retaining their medical insurance and income. If they were to lose their jobs, they would cost the City a good deal of money, ending up at S.F. General Hospital.

James Fields recommended that the HRC should identify the best advocates or constituents of the HRC.

Commissioner Kai stated that Commissioners' involvement in the budget process begins with the Budget Committee Chair and Vice-Chair. The Chair, Vice-Chair and other members attend meetings, make phone calls, and maintain a positive relationship with the Mayor's Office and the Board of Supervisors.

Director Lee noted that, as written, the HRC Programs chart listed a number of constituents; however, if Commissioners or staff are aware of omissions to bring it to the attention of Gail Roberts. Commissioner Daddio, in reviewing the HRC Program chart, requested that a report of the HRC Committees activities be generated.

Commissioner Daddio inquired why the scheduled reception for the Airport had been canceled.

Commissioner Kai responded that there was a scheduled ceremony to take place at the Airport to celebrate the award of contracts to MBEs. There was initial approval from the Airport; however, there were some concerns raised as to why the HRC was making such a big "deal" out of this particular award. There will be more discussion on the subject between the Airport Commission and the HRC.

Mr. Anderson recounted that the initial budget request for the HRC, when it was formed in 1964, was for %50,000, viewed as a good deal of money at that time. Mr. Anderson pointed out that salary and fringe benefits for a professional staff person was $5,000. Mr. Anderson explained that most of the positions at the HRC had a history behind

them. For example, he was promoted from Employment Representative to Coordinator to monitor civil service compliance with the federal Office of Revenue sharing consent decree aimed at increasing minority participation, particularly Hispanic, in the City's work force.

HRC Program Priorities 94-95

HRC Program Priorities; Current Programs; Activities - progress/regress/accomplishments/enforcement/constituents.

Gail Roberts presented a chart description of the HRC Programs Priorities for discussion. The programs were separated by Unit.

Commissioner Mayo pointed out that the Committee on African American Parity was not included. Ms. Roberts noted that this omission will be corrected when the chart is revised.
Commissioner Mayo inquired as to who had the responsibility for monitoring CAAP. Director Lee responded that it was the primary responsibility of Ms. Panetta Scott and the Director. The Committee on African American Parity was established as a sub-committee of the Employment Committee. Commissioner Mayo volunteered to serve on CAAP.

Commissioner Fong related that the Hazardous Materials Training Program (HAZ-MAT) was not included on the Chart.

Gail Roberts explained that when the unit manager has been assigned the responsibility of something that is separate from that unit's responsibilities (the item is marked with an *). For example, Jacquie Hale is the public relations/public information person, who supervises the Certification/MIS unit.

Ms. Roberts stated that for example, the Set-Asides were not included this preliminary draft programs chart. There have been over 17 set-asides at this time, a tremendous improvement over the previous year.

Commissioner Peay-Wainwright observed that the chart should include the different committees and the issues which have been discussed by and originated from the Committee.

Director Lee observed that Commissioners and staff must remember that the HRC will be expected to perform their duties above and beyond what has been accomplished in the past, with less resources. The HRC must make every effort to ensure that it has the

necessary resources. The activities outlined in the HRC Program chart even with its omissions, are overwhelming. If the HRC is being faulted of not doing a significant job on media coverage or selling itself to the community it is because the day-to-day accomplishments are numerous. If the Commission feels that, for example CAAP warrants the status of a standing committee, then something has to be reduced. Consolidation may be the key for a successful program. Each of the standing committees now meet at least once a month. In addition to standing committees, there are tasks forces that may meet once or twice a month depending on the time frame, i.e. Lesbian/Gay Media Task Force, and HAZ-MAT training. Timing of commission meetings should also be considered. Director Lee sought guidelines and direction from the Commissioners. For example, should the Youth and Education Committee and Issues Committee be consolidated?

Commissioner Davis observed that she has felt overwhelmed and, if consolidation were the key to serve the public in a better way, she welcomes the change. Commissioner Kai stated that the issue of consolidation had been discussed before; however, there was no resolution.

Commissioner Mayo suggested that CAAP become a standing committee. Commissioner Mayo suggested that the Commission meet once a month as a full commission with committees meeting quarterly. Commissioner Jaber agreed with monthly Commission meetings; however, she believed that consolidating committees may not be effective because committees has an educational role and focus on particular issues. Ms. Roberts suggested that an alternative to merging committees would be to establish a set meeting time for committees such as the Issues and Youth and Education meet at the same time slots on different months so that people can attend both committees.

Don Hesse related that the Commission was established in 1964. The work of the Commission has grown tremendously since that time. Committees were established initially because the work was done through committees as there was almost no staff. The structure has changed; however, the way information is sent to the Commissioners has not.

Director Lee stated that other City agencies have departments that handle specific duties separate from its Commission. The HRC should have a department of human rights. Director Lee related that other ideas that have been suggested are: contract compliance positions from other agencies and contracting out HRC duties such as certification or public information on MIS.

Commissioner Daddio inquired if the Friends of the HRC could assist with these issues. Director Lee responded that the Friends is a separate non profit entity.

Director Lee recommended that HRC consider departmental consolidation. The Human Resources Department will be combining the Civil Service Commission, the Division of Employee Relations, Health Service Department and, possibly the Employee's Retirement's Workers Compensation Division. According to the Director, the HRC should identify City agency responsibilities which would appropriately be consolidated under the auspices of HRC.

Ms. Roberts stated that discrimination complaints on HIV status are disability complaints. These cases might appropriately be consolidated within disability complaints unit.

Mr. Mason expressed the opinion that work done by the Redevelopment Agency could be handled by the HRC.

CONSOLIDATION

- Paper work reduction
- Commission meeting once a month
- CAAP as a standing committee. It is currently a subcommittee under the Employment Committee.
- Consolidate the Youth and Education Committee with the Issues Committee (debate).
- Executive Committee to handle administrative issues and HRC issues if the full Commission meets monthly.
- Standing committee meet on a quarterly basis or every other month, or eight times a year. Reduce meeting schedules for each standing committee.
- LGBAC agenda to become more broad; other ethnicity impact beyond the L/G/B community.
- Re-evaluate Issues Committee, reassign issues to other committees.
- Use task forces to carry out work on specific issues, time sensitive issues.
- Other ideas listed in outline
- Disability focus
- Redevelopment Agency, Housing Authority - Consolidate contract compliance monitoring quasi-city agencies should as the San Francisco School District/Community College District and PUC.

Don Hesse stated that General Fund revenues have usually been considered safe because

these are coming directly from the City. Revenues that are negotiated with other departments such as MOCD, and the Port, are usually for one year. This makes positions funded through this type of money very vulnerable. Mr. Hesse stated that Director Lee is negotiating with the Federal Government Health and Human Services (HHS) as funding source.

As an additional HRC responsibility, having protected legislation for transgender issues will be presented to the Board of Supervisors. There is a possibility of private funds for the expense of a hearing that would precede legislation. Disability issues were also under consideration; however, the City's Disability Coordinator has discouraged City agencies from seeking for additional funds. Additional revenue will be generated by the MBE/WBE Directory.

Larry Brinkin stated that staff had been discussing revenue generating ideas such as providing sexual orientation awareness training to private corporations. Mr. Brinkin stated that he usually receives calls for referrals to consultants. Training on reasonable accommodation for people with HIV, training on the American with Disabilities Act (ADA), training on diversity; training on Affirmative Action plans, training on fair housing laws, and training on mediation are other possibilities. Mr. Brinkin stated that, although these ideas would probably generate revenue, staff time is not available. Staff has expertise; however, they would need more training and would need access to training materials.

Commissioner Mayo stated that he was uncomfortable with staff being responsible for fund raising and worrying about the budget. Staff time should be used to address the issues of the Commission. Commissioners should pursue other avenues, and organizations, such as the National Brotherhood of Human Rights, and the Greenlining Coalition.

REVENUE

- Work-Orders/new and current
- Grants
- Additional Responsibilities to agency
- Added Income
  - (a) M/WBE Directory
  - (b) Charge for services
  - (c) donations through "Friends"
- Training Services for Fee
- Mediation for large departments or agencies
- Staff time for revenue generating activities
- Constant re-train of staff in expertise areas.

- To what degree should staff be involved in "fee" generating.
- National funding strategies
  - (a) EEOC, Green-Lining Coalition, Civil Rights commission.
  - (b) Federal Dollars.
- Concern with "Charging" persons/Constituents
- Re-Emphasize city/Local government responsibility to fund.
- Look at other departments to do more work-orders - Get HRC into Project/Contract specifications.
- Damages/Fines for violations of HRC laws/ordinances, such as fair housing, employment, M/WBE, etc.

HRC Issues and Ideas

1. Committee on African American Parity's Unfinished Agenda

Director Lee stated that, as a result of several meetings and discussions, this CAAP report is in the implementation stages. Mr. Anthony Lincoln, Director of the Mayor's Office of Children, Youth and Their Families, has been designated as the point person from the Mayor's Office. Mr. Lincoln and Director Lee will be taking the responsibility to make the presentation to the Mayor.

Commissioner Mayo stated that there was a $5,000 residual from CAAP. He made recommendations on allocations from this fund.

2. Scheduling Community Meetings

Meeting to be held at the Hall of Justice on the incarceration issue. The staff wants everyone to ensure clarity in what the HRC is trying to accomplish from this Hall of Justice the HRC does not have jurisdiction over these issues.

Meeting to be held regarding immigration/housing issues. This issue will be further discussed at the Commission meeting of November 9, 1993.

CALENDAR MATTERS

The Human Rights Commission will meet as a Commission on Tuesday, November 9, 1993 at 4:30 p.m..

All standing committees meet at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor.

EMPLOYMENT	Thursday, December 2, 1993 2:00 p.m.
ISSUES	Thursday, December 2, 1993 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, January 18, 1994 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, December 16, 1993 5:30 p.m.
YOUTH AND EDUCATION	Thursday, December 16, 1993 3:30 p.m.

ADJOURNMENT

Commissioner Kai adjourned the meeting at 12:33 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

EML:mlc

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

TUESDAY, NOVEMBER 9, 1993
4:30 P.M.

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Karen N. Kai
Vice Chair - Mary Gomez Daddio
Commissioner Lucille Abrahamson
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of October 28, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Welcome to Commissioner Henrietta Burroughs, Chair, Palo Alto Human Relations Commission and Ms. Norma Memcacci, Santa Clara County Human Relations Commission and Secretary, California Association of Human Rights Organizations (CAHRO).

5. REPORT OF THE DIRECTOR

   (a) Airport Memorandum of Understanding

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Sharon Gadberry, Chair
   Commissioner James Mayo, Vice Chair
   Frank Anderson, Committee Staff

   (1) Committee report.

   NOTE: *The next meeting of the Employment Committee will be held on Thursday, December 2, 1993, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

   (b) Issues Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner May P. Jaber, Vice Chair
   Don Hesse, Committee Staff

   (1) Endorsement of "Jail Overcrowding Resolution" by the Ad Hoc Committee whose goal is to reduce the presence of African Americans in the criminal justice system

(2) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, December 2, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Lawrence Wong, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, November 16, 1993, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, November 18, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Gloria R. Davis, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 18, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING; THURSDAY, DECEMBER 9, 1993

HUMAN RIGHTS COMMISSION

November 9, 1993

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Edwin M. Lee
Director

REGULAR MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, DECEMBER 9, 1993
4:30 P.M.

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AGENDA

ROSTER

Vice Chair - Mary Gomez Daddio
Commissioner Lucille Abrahamson
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Committee of the Whole meeting of November 6, 1993.

   (b) Regular meeting of November 9, 1993.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Adoption of the report of the Nominating Committee, electing Commission Chair and Vice Chair.

5. REPORT OF THE DIRECTOR

   (a) Review of Memorandums of Understanding with City Departments.

   (b) Provisions of MBE/WBE/LBE Ordinance - Overview of Administrative Code 12D.

6. COMMITTEE REPORTS

   (a) Lesbian/Gay/Bisexual Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Larry Brinkin, Committee Staff

   (1) Committee Report.

   (2) Anti-Racism Task Force Report.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, January 19, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

NOTE: THE ISSUES COMMITTEE WILL REQUEST A SUSPENSION OF THE ORDER OF THE AGENDA IN ORDER THAT THE REPORT OF THE ISSUES COMMITTEE MAY BE HEARD AT 4:30 PM.

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, January 6, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, December 16, 1993, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Lucille Abrahamson, Chair
Commissioner Gloria R. Davis, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee report.

(2) Adoption of Certification of Commendation for Javier Reyes on his appointment as youth member of the San Francisco Board of Education.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, December 16, 1993, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Mayo, Vice Chair
Frank Anderson, Committee Staff

(1) Committee report.

(2) Department of Public Works' Construction Project Update.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, January 6, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Cancellation of Regular Meeting of January 27, 1994.

(b) Setting of Special Meeting of January 27, 1994 at the Hall of Justice.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

COMMITTEE OF THE WHOLE: FRIDAY, DECEMBER 10, 1993

NEXT REGULAR MEETING: THURSDAY, JANUARY 13, 1994

HUMAN RIGHTS COMMISSION

December 9, 1993

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SPECIAL MEETING

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Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Lawrence Wong

ORDER OF BUSINESS

1. ROLL CALL

2. SPECIAL ITEMS

(a) Saturday, November 6, 1993 Planning Session -- Review of Unfinished Issues.

1. Annual Reports from the Commission and Committees.
2. Policy on Press/HRC's needs for media coverage.
3. Conduct of Agency at Public Meetings.
4. Bonding/Insurance for Contractors.
5. Work-Orders and MOU's with other departments.

(b) Budget Planning for Fiscal Year 1994 - 1995
Mayor's Budget Instructions.

3. PUBLIC COMMENT

At this time, members of the public may address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commission except agenda items. With respect to agenda items, your opportunity to address the Commission will be afforded when the items is reached in the meeting with one exception. When the agenda item has already been reviewed at a committee meeting at which members of the public were allowed to testify and the Commission has closed the public hearing, your opportunity to address the Commission must be exercised during the Public Comment portion of the calendar. Each member of the public may address the Commission for up to three minutes. **If it is demonstrated that comments by the public will exceed 15 minutes, the Chairperson may continue public comment to another time during the meeting.**

4. ADJOURNMENT

5. HOLIDAY SOCIALIZING

NEXT MEETING: THURSDAY, JANUARY 13, 1993

HUMAN RIGHTS COMMISSION

December 10, 1993

The Minutes of this meeting are missing.

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